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Industrial Relations Division
Office of Collective Bargaining Information

COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO

JANUARY 1991



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in January, 1991. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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FORESTRY

Kimberly-Clark of Canada Limited, Pulp and Paper Forest Products Division at Longlac - Local 2693, IWA-Canada (AFL-CIO/CLC) (woods operations): A 36-month renewal agreement effective from September 1, 1990 to August 31, 1993, covering 400 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
	Increases			
	Hourly Employees	85¢	5.5%	5.5%
	Piecework*	5%	5.5%	5.5%
	<u>Hourly Rates</u>			
	General Labourer	\$17.16 (\$16.31)	\$18.10	\$19.10
	Class "A" Tradesman	\$20.99 (\$20.14)	\$22.14	\$23.36

* Piecework increases exclude any increases to bonuses, supplements and silviculture wage schedule.

Shift Premium: 0-55¢-65¢ (0-45¢-55¢).

Isolated Post Premium: 50¢ (40¢) per hour for tradesmen, helpers, carpenters and servicemen assigned work away from the main camp or central garage.

The following changes are effective February 1, 1991, unless otherwise stated.

Health and Welfare: Life Insurance - Benefit is \$50,000 (\$40,000).

Weekly Indemnity - Maximum benefit is \$425 (\$400). Effective September 1, 1991 and 1992, \$445 and \$465 respectively.

LTD - Benefit is 55% (50%) of monthly earnings.

Major Medical, Surgical, Drug and Hospital Care Plan - Employer continues to pay current premium costs for single and family coverage.

Vision (new) - Maximum claim is \$75 per person every 2 years.

Dental - Coverage is based on the 1989 (1988) ODA fee schedule. Effective September 1, 1991 and 1992, the 1990 and 1991 ODA fee schedules respectively.

Continuation of Benefits - Employer continues to pay major medical premiums for employee on lay-off to the end of the month in which the lay-off occurs(new).

Equipment Replacement Allowance: Maximum \$2,500 (\$2,000) insurance coverage against fire or theft of employee's personal belongings or employee owned power saws.

Safety Shoe Allowance: \$20 (\$15) per pair.

Severance Pay: 1 week's pay per year of service since last date of hire for employee terminated due to mechanization, technological change or automation. (Previously, maximum 30 weeks' pay.)

LEATHER

William H. Kaufman Inc., Kaufman Footwear Division at Kitchener - Local 88, Rubber Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from January 21, 1991 to January 18, 1992, covering 1,150 employees, settled at the post mediation bargaining stage. Duration of negotiations - 2 1/2 months.

Wage:	Effective	<u>Jan. 21/91</u>
	General Increase	5%
	Shuttle Bus Driver	\$6.36-\$7.31 (\$6.06-\$6.97)
	Leather Inspection	\$11.07-\$12.73 (\$10.54-\$12.12)
	Maintenance Electrician	\$14.61-\$16.80 (\$13.91-\$16.00)

Maximum rates reached on merit.

Health and Welfare: Life Insurance and AD & D - Benefit is \$15,000 (\$12,000).

Dental - Coverage is based on the 1989 (1988) ODA fee schedule.

TEXTILE

Cambridge Towel Corporation, Elco Kitchen Products Limited and Fashion Screen Print Ltd. at Cambridge - Local 1441, Clothing and Textile Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from November 1, 1990 to October 31, 1991, covering 250 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Jan. 11/91</u>
	General Increase	17¢
	Additional Adjustments	15¢ per hour for certain classifications
	General Help	\$7.01 (\$6.84)
	Loom Fixer	\$11.66 (\$11.49)
Lump Sum Payment:	\$68 per employee in lieu of retroactivity.	
Gain Sharing Plan (new):	Payments triggered at labour savings of 2%. Employee receives up to 50% of savings, subject to various adjustments.	
Safety Shoe Allowance:	Employer pays 60% (50%) of the cost of one pair per year to a maximum of \$75 (\$60).	
Tool Allowance (new):	\$25 per year.	

CLOTHING

Dylex Limited, Weston Apparel Manufacturing Company Division at Weston - Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from December 1, 1990 to November 30, 1993, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 30/90</u>	<u>Nov. 29/91</u>	<u>Dec. 4/92</u>
	General Increases	5%	4.5%	4.5%

Sample rates are not available.

PAPER AND ALLIED

Canadian Pacific Forest Products Limited, previously Great Lakes Forest Products Ltd. at Dryden - Locals 105 and 1323, Canadian Paperworkers (CLC) (mill, woodlands and chemical operations employees): A 36-month renewal agreement effective from September 1, 1990 to August 31, 1993, covering 900 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Feb. 3/91</u>
	General Increase	85¢	
	Additional Adjustments	Minor classification changes; 25¢ for Float Truck Driver	
	Skilled Trades Flexibility Adjustments		50¢ for Class "A" and above; 25¢ for Class "B"; 15¢ for Class "C"
	Labourer	\$16.22 (\$15.37)	
	Electronic and Communication Electrician	\$20.85 (\$20.00)	\$21.35
	Effective	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
	General Increases	5.5%	5.5%
	Labourer	\$17.11	\$18.05
	Electronic and Communication Electrician	\$22.52	\$23.76
Trades Flexibility Premium (new):	50¢ per hour above job class for tradesperson on shift performing flexible duties.		
Shift Premium:	Effective September 1, 1991, 0-40¢-60¢ (0-40¢-55¢).		
Height Premium (new):	Time and one half for all hours worked at or above 12 metres from permanent floor.		
Bereavement Leave:	Definition of brother/sister-in-law extended to include employee's spouse's sister's husband and employee's spouse's brother's wife (new).		
Health and Welfare:	<u>Dental</u> - Coverage continues to be based on the previous year's ODA fee schedule.		
Mileage Allowance:	<u>Woodlands</u> - 20¢ (18¢) per kilometre.		
Safety Shoe Allowance:	Effective January 1, 1991, \$60 (\$40) per year.		

PRIMARY METAL

Kubota Metal Corporation, Fahramet Division, previously Falconbridge Limited, Fahramet, Indusmin Division, at Orillia - Employees' Association (Ind.): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/91</u>
	General Increase	6%
	Group 1 (includes Labourer)	\$12.34 (\$11.64)
	Group 11 (includes Electrician No. 1)	\$16.93 (\$15.97)
Health and Welfare:	<u>Dental</u> - Coverage is based on the 1988 (1987) ODA fee schedule.	
Pension Plan:	<u>Basic Benefit</u> - \$26.50 (\$24) per month per year of service.	
Safety Shoe Allowance:	Employer pays 100% of costs for work boots once per year. (Previously \$85.)	

Slater Industries Inc., Slater Steels Hamilton Specialty Bar Division at Hamilton - Local 4752, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1991 to December 31, 1993, covering 527 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	General Increases	\$1*	15¢	50¢**
	COLA Fold-in	73¢	72¢	
	Job Class 2 (includes Labourer)	\$15.247 (\$13.517)	\$16.117	\$16.617
	Job Class 21 (includes Electronic Repairman)	\$18.99 (\$17.26)	\$19.86	\$20.36

* 80¢ from the previous agreement was diverted to fund a special pension supplement, 40¢ from this is added to the wage increase of 60¢ for a total increase of \$1.

** The remaining 40¢ from the special pension supplement is added to the wage increase of 10¢ for a total of 50¢.

COLA: \$1.45 COLA was generated during the previous agreement. 73¢ is folded into wages in the first year of the agreement and 72¢ in the second year leaving no float.

1¢ per 0.3 point increase in the CPI - 1971=100, using the September 1990 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: 0-40¢-45 (0-30¢-35¢).

Saturday Premium (new): Effective January 11, 1991, 50¢ per hour. Effective January 1, 1992, \$1.

Bereavement Leave: Up to 3 days' paid leave upon death of son/daughter-in-law (new).

Paid Vacation: 5 weeks after 17 (19) years of service. Effective January 1, 1992, 5 after 15. Effective January 1, 1993, 5 after 14.

Health and Welfare: AD & D - Benefit is \$10,000 (\$5,000).

LTD - Benefit is \$750 (\$500) per month.

Major Medical - Effective January 11, 1991, \$25 deductible eliminated.

Vision - Effective January 11, 1991, maximum claim is \$200 (\$100) every 2 years.

Hearing - Effective January 11, 1991, maximum claim is \$500 every 2 years. (Previously, \$300 every 3 years.)

Dental - Effective January 11, 1991, coverage is based on the 1988 (1987) ODA fee schedule. Effective January 1, 1992 and 1993, the 1989 and 1990 ODA fee schedules respectively.

Pension Plan: Basic Benefit - \$32 (\$28) per month per year of service.

Pension Indexing (new) - Basic Benefit - Effective January 11, 1991, increased by 4%. Effective January 1, 1992, increase to equal 80% of the increase in the CPI - 1971=100, from September 1990 to September 1991. Capped at 5%. Effective January 1, 1993, 80% of the increase in the CPI - 1971=100, from September 1991 to September 1992. Capped at 5%.

Survivor Benefit - Increased by a minimum of \$20 per year per month.

ELECTRICAL PRODUCTS

Control Data Canada Ltd., Computing Devices Company Division at Ottawa and Stittsville - Employees' Association (Ind.): A 24-month renewal agreement effective from October 1, 1990 to September 30, 1992, covering 660* employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

* Includes 55 employees currently on lay-off status.

Wages:	Effective	<u>Oct. 1/90</u>	<u>Oct. 1/91</u>
	General Increases	5%	4.5%
	<u>Clerical-Technical</u>		
	Grade 1 (Mail Clerk)	\$8.57-\$10.11 (\$8.16-\$9.63)	\$8.96-\$10.56
	Grade 15 (Designer 3)	\$20.37-\$24.98 (\$19.40-\$23.79)	\$21.29-\$26.10
	<u>Plant</u>		
	Grade 1 (includes Assembler 1)	\$9.33-\$9.92 (\$8.89-\$9.45)	\$9.75-\$10.37
	Grade 12 (includes Toolmaker 2)	\$18.96-\$19.55 (\$18.06-\$18.62)	\$19.81-\$20.43

Previous rates reflect 4¢ COLA folded into wages during the previous agreement.

COLA: 1¢ per 0.120 (0.175) point increase in the CPI - 1986 (1981)=100, using the July 1990 index as the base. Triggered at 7% (4%) in the first year and 5.5% in the second year. Adjusted quarterly and folded in annually.

Lump Sum Settlement Payment: \$125 per employee.

Shift Premium: 0-\$1.25-\$1.25 (0-\$1.20-\$1.20).

Sick Leave: Leave for illness, medical or dental appointment of dependent child to be deducted from sick leave credits (new).

Paid Maternity/
Adoption Leave: 95% of weekly earnings for first 4 (2) weeks.

Health and Welfare: Weekly Indemnity - Effective January 1, 1991, benefit is \$408 (\$384).

Vision (new) - Employer pays 100% of the premium costs. Maximum claim is \$100 every 2 years provided on 80%-20% co-insurance basis.

SUB: SUB Plan eliminated. Notice and severance pay as per E.S.A.

Murata Erie North America Ltd. at Trenton - Local 887, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 613 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/91	Jan. 1/92
	Additional Adjustments	Restructuring of wage schedule	Restructuring of wage schedule
	Labor Grade 1 (includes Production Operator)	\$10.56 (new)	\$10.56
	Group 3 Skilled Trades (includes Electrician Electronic)	\$16.76 (\$15.72-\$16.27)	\$17.10

Shift Premium: 0-45¢-50¢ (0-45¢-45¢). 50¢ per hour for all hours worked on the 12-hour/7-day cycle shift (new).

Health and Welfare: Life Insurance and AD & D - Benefit is \$19,000 (\$17,500).

Vision (new) - Maximum claim is \$100 per person every 2 years.
Dental - Coverage is based on the 1990 (1988) ODA fee schedule. Effective January 1, 1992, the 1991 ODA fee schedule.

Safety Shoe Allowance: Maximum \$70 (\$60) per year.

Tool Allowance (Skilled Trades): \$125 (\$115) per year.

CHEMICAL AND CHEMICAL PRODUCTS

Uniroyal Chemical Limited at Elmira - Local 13691, United Steelworkers (AFL-CIO/CLC): A 28-month renewal agreement effective from January 20, 1991* to June 1, 1993, covering 200** employees, settled during a work stoppage. Duration of negotiations - 10 months.

* Previous agreement expired May 12, 1990.

** Includes 27 employees currently on lay-off status.

Wages:	Effective	<u>May 13/90</u>	<u>May 12/91</u>	<u>May 17/92</u>
	General Increases	20¢	10¢	10¢
	Cola Advance	40¢	20¢	20¢
	Production Clerk	\$12.22 (\$11.62)	\$12.52	\$12.82
	2nd Class Stationary Engineer	\$16.71 (\$16.11)	\$17.01	\$17.31

Previous rates reflect \$1.04 COLA folded into wages during the previous agreement.

COLA: 1¢ per 0.35 point increase in the CPI-1971=100, using the average index for March, April and May 1990 as the base. Adjusted quarterly and folded in annually. COLA advances to be recovered from quarterly adjustments during each year. (Basic formula is unchanged).

Hours of Work: 12-Hour Shift (new) - Two 12-hour shifts: 7 a.m. to 7 p.m. for the day shift, and 7 p.m. to 7 a.m. for the night shift.

Shift Premium: 0-38¢-43¢ (0-35¢-40¢). Effective May 12, 1991, 0-40¢-45¢.

12-Hour Shift (new) - 54¢ per hour worked on the night shift.

Overtime Pay: One and one-third times the regular rate for all hours worked on the Saturday night shift, double time on the day shift on Sunday and on a paid holiday, in addition to 8 hours holiday pay, for 12-hour shift employees (new).

Paid Rest
Periods: Two 15-minute rest periods and one 20-minute lunch break for 12-hour shift employees (new).

Holiday Pay: 8 hours' pay at straight time, for 12-hour shift employees (new).

Vacation Pay: Minimum \$300 (\$275) per week.

Bereavement
Leave: Up to 2 days' paid leave for regular time lost upon death of immediate family member for 12-hour shift employees (new).

Negotiation
Leave (new): Maximum 8 hours per day for Union Executive Committee member for time spent negotiating up to conciliation (new). Maximum 12 hours per day for 12-hour shift employee (new).

Health and Welfare: Life Insurance and AD & D - Effective February 1, 1991, benefit is \$20,000 (\$19,000). Effective June 1, 1991 and 1992, \$21,000 and \$22,000 respectively.

Weekly Indemnity - Effective February 1, 1991, benefit is UIC maximum. (Previously, \$318.)

Vision Care - Effective February 1, 1991, maximum claim is \$125 (\$120) every 2 years. Effective June 1, 1992, \$130.

Dental Plan - Effective February 1, 1991, coverage is based on the 1988 (1987) ODA fee schedule. Effective June 1, 1991 and 1992, the 1989 and 1990 ODA fee schedules respectively.

Pension Plan: Basic Benefit - Effective February 1, 1991, benefit is \$18 (\$16) per month per year of service. Effective June 1, 1991 and 1992, \$19 and \$20 respectively.

Supplemental Benefit - Effective February 1, 1991, \$8.50 (\$8). Effective June 1, 1991, \$9.

Safety Shoe Allowance: Maximum \$65 (\$55) per pair per year, pro-rated at \$5.40 (\$4.60) per month for shorter periods.

MISCELLANEOUS MANUFACTURING

Mirolin Industries Inc., at Toronto - United Steelworkers (AFL-CIO/CLC): A 24-month first agreement effective from January 27, 1991 to January 26, 1993, covering 260 employees, settled with mediation assistance. Duration of negotiations - 6 1/2 months.

Wages:	Effective	Jan. 28/91	Jan. 28/92
	Increases	4% on maximum rate	5% on maximum rate
	Additional Adjustment	Restructuring of wage schedule	
	Miroglide Assembler	\$8.50-\$8.84 (\$8.50)	\$8.50-\$9.28
	Maintenance Mechanic 1	\$16.00-\$16.64 (\$16.00)	\$16.00-\$17.47

Start Rate - \$8 per hour.

Maximum rates are reached after 1 year.

Hours of Work: 40 hours per week.

Paid Rest Periods:	Two 10-minute rest periods per shift.
Shift Premium:	0-25¢-50¢.
Paid Holidays:	9 days per year.
Paid Vacation:	2 weeks after 1 year of service and 3 after 5.
Bereavement Leave:	Maximum of 3 days' paid leave upon death of parent, brother, sister, spouse, child, mother/father-in-law, brother/sister-in-law and grandparent.
Paid Jury/Witness Leave:	Employee receives the difference between regular daily wages and jury/witness pay to maximum of 10 working days.
Health and Welfare:	<u>Life Insurance and AD & D</u> - Employer pays 100% of the premium costs. Maximum benefit is \$15,000. <u>Major Medical</u> - Employer pays 100% of the premium costs. Deductibles of \$25 for single coverage and \$50 for family coverage. <u>Dental</u> - Employer pays 100% of the premium costs. Coverage is based on previous year's ODA fee schedule. Deductibles of \$25 for single coverage and \$50 for family coverage.
Safety Shoe Allowance:	\$30 per year.

EDUCATION AND RELATED SERVICES

Carleton Board of Education at Nepean - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 1,000 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/90</u>
	General Increase	6%
	Additional Adjustments	Minor restructuring of wage schedule
	Teacher-Category I 0-10 years	\$31,130-\$49,103 (\$29,368-\$46,324)
	Teacher-Category IV 0-10 years	\$35,771-\$59,900 (\$33,746-\$56,191)

Vice-Principal 0-3 years	\$67,186-\$71,083 (\$63,383-\$67,059)
Principal 0-3 years	\$73,992-\$79,070 (\$69,804-\$74,594)
Responsibility, War Service and Graduate Degree Allowances:	Increased in accordance with the general salary increases.
Paid Maternity Leave (new):	50% of weekly earnings for the 2-week UIC waiting period.
Health and Welfare:	<u>Dental</u> - Basic plan extended to include caps and crowns with a maximum annual claim of \$1,200 (new).

Dufferin-Peel Roman Catholic Separate School Board at Mississauga - Ontario English Catholic Teachers Association and Association des Enseignants Franco-Ontariens (Ind.) (secondary school teachers)*: A 24-month renewal agreement effective September 1, 1990 to August 31, 1992, covering 1,000 employees, settled with mediation assistance. Duration of negotiations - 10 months.

* Previously, bargained with elementary teachers.

Wages:	Effective	Sept. 1/90	Apr. 1/91
General Increases		5.5%**	.95%
Teacher-Level 1 0-6 years		\$22,472-\$32,714 (\$21,300-\$31,009)	\$22,685-\$33,025
Teacher-Level 4 0-10 years		\$28,869-\$48,270 (\$27,364-\$45,754)	\$29,143-\$48,728
Teacher-Level 7 0-12 years		\$36,275-\$59,443 (\$34,384-\$56,344)	\$36,619-\$60,006
Principal 0-3 years			
Level 5		\$67,408-\$74,184 (\$59,428-\$65,851)	\$68,047-\$74,887
Level 6		\$69,658-\$76,448 (\$61,561-\$67,997)	\$70,318-\$77,173
Level 7		\$71,934-\$78,697 (\$63,718-\$70,128)	\$72,616-\$79,443

Effective	<u>Sept. 1/91</u>	<u>Apr. 1/92</u>
General Increases	5%	.95%
Teacher-Level 1	\$23,819-\$34,676	\$24,046-\$35,006
Teacher-Level 4	\$30,600-\$51,164	\$30,891-\$51,652
Teacher-Level 7	\$38,450-\$63,007	\$38,816-\$63,607
	<u>Sept. 1/91</u>	<u>Apr. 1/92</u>

Principal

Level 5	\$71,449-\$78,631	\$72,129-\$79,380
Level 6	\$73,834-\$81,032	\$74,537-\$81,804
Level 7	\$76,247-\$83,415	\$76,973-\$84,209

** Responsibility allowance of \$4,466 was incorporated into salary rates for Principals prior to the general increase. (Previously, paid separately.)

Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Vision - Effective March 1, 1991, maximum claim is \$200 (\$150) per year.

Dental - Coverage continues to be based on current year's ODA fee schedule.

Dufferin-Peel Roman Catholic Separate School Board at Mississauga - Ontario

Catholic Occasional Teachers' Association (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>
	Increase	5%	2% for certified without degree; 1% for certified with degree

Daily Rates*

Casual Occasional Teacher

Certified		
Without Degree	\$117.65 (\$112.05)	\$120.00

Certified With Degree	\$130.12 (\$123.92)	\$131.42
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* Daily rates include 3% holiday and 4% vacation pay.

Sick Leave: 2 days per month (unchanged) cumulative from assignment to assignment to a maximum of 50 days (new).

Health and Welfare: Assigned Occasional Teachers on an assigned contract of 4 (5) months or more are eligible for benefits. Prorated for eligible part-time employees (new).

Vision - Maximum claim is \$200 (\$150) every 2 years for eligible Assigned Occasional Teachers.

Paid In-Service Training Program: 1 (1/2) day.

Durham Board of Education at Oshawa - Ontario Secondary School Teachers'

Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 1,400 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	Sept. 1/90	Sept. 1/91
Increases		7.06% plus \$500 for Principals; 7.06% for others	5%* plus \$500 for Principals; 5%* for others
Teacher-Category I		\$29,122-\$48,266 (\$27,202-\$45,083)	
Teacher-Category IV		\$34,051-\$60,248 (\$31,806-\$56,275)	
Vice-Principal		\$65,663-\$71,073 (\$61,333-\$66,386)	

Principal

Cartwright High School	\$73,722 (\$68,393)
Other Schools	\$73,722-\$80,539 (\$68,393-\$74,761)

* Effective September 1, 1991, increase to equal the percentage increase in the CPI from June 1990 to June 1991 plus 0.5%, with a minimum increase of 5% and a maximum of 7%.

	Effective	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>
Responsibility Allowances:	Director and Co-ordinator	\$4,364 (\$4,117)	\$4,580
	Major Head	\$3,978 (\$3,753)	\$4,175
	Minor Head	\$2,542 (\$2,398)	\$2,668
	Assistant Head and Chairperson	\$1,861 (\$1,756)	\$1,953
	Assistant Co-ordinator	\$3,183 (\$3,003)	\$3,341
	Consultant	\$4,782 (\$4,511)	\$5,019
Post-B.A. Degree Allowance:	Effective September 1, 1990, \$900 (\$878) for the first degree and for the second degree, \$560 (\$545). Effective September 1, 1991, \$925 and \$580 respectively.		
Special Education Specialist Allowance:	\$530 (\$509). Effective September 1, 1991, \$555.		
Educational Conference Allowance:	Effective September 1, 1991, \$750 (\$700) for Principals and Vice-Principals.		
Relocation Allowance:	Effective September 1, 1991, \$700 (\$500).		
Home Instructors Continuing Education Teachers:	\$26.65 (\$24.23) per hour. Effective September 1, 1991, \$29.32.		
Paid Maternity/Adoption Leave (new):	Effective March 1, 1991, wages equivalent to 90% of weekly insurable earnings for the 2 week UIC waiting period. Seniority accumulates for up to 1 year (17 weeks) while on leave.		
Health and Welfare:	The following benefit changes are effective March 1, 1991 unless otherwise noted.		
	Effective September 1, 1991, the employer pays 90% (85%) of the premium costs for Life Insurance and AD & D, Major Medical and Dental.		
	<u>Life Insurance and AD & D</u> - Maximum benefit is \$245,000 (\$225,000). Effective September 1, 1991, \$260,000.		

Dental - 85%-15% (80%-20%) co-insurance for basic services.
Coverage is based on the 1990 (1989) ODA fee schedule.
Effective January 1, 1992, the 1991 ODA fee schedule.

Vision - Maximum claim is \$150 (\$100) every 2 years.

Huron-Perth County Roman Catholic Separate School Board at Dublin - Ontario
English Catholic Teachers' Association (Ind.)*: A 12-month
renewal agreement effective from September 1, 1990 to August 31,
1991, covering 215 employees, settled at the conciliation
officer stage. Duration of negotiations - 11 months.

* Previously, included Occasional Teachers.

Wages:	Effective	<u>Sept. 1/90</u>
	General Increase	6.4%
	Pay Equity Adjustments**	Amount equal to the difference between 97.5% of the job rate of Secondary Category A1 and the job rate for Elementary Categories C, D and B respectively
	Teacher-Category D 0-12 (0-6) years	\$24,140-\$37,455 (\$21,685-\$29,540)
	Teacher-Category A1 0-12 years	\$27,650-\$47,450 (\$25,990-\$44,595)
	Teacher-Category A4 0-12 years	\$33,485-\$59,280 (\$31,470-\$55,715)

** Paid in 3 installments for Categories D and C with the final
adjustment effective September 1, 1992 and for Category B, 2
installments, with the final adjustment effective September 1,
1991. Effective September 1, 1992, Categories D, C and B merge
to form new Category A.

Principal's \$535 (\$500) per year.
Designate
Allowance:

Continuing \$26.60 (\$25) per hour.
Education
Teacher:

Itinerant \$1,810.
Senior Speech
Correction
Resource
Teacher Allow-
ance (new):

Bereavement Leave:	5 (3) days' paid leave upon death of spouse, child, parent-in-law, brother, sister, brother-in-law, grandparent, grandparent-in-law, guardian and spouse's guardian.
Paid Maternity/Adoption Leave (new):	Two weeks at regular pay for the 2-week waiting period.
Health and Welfare:	<u>Dental</u> - Coverage is updated each September 1 to the ODA fee schedule 2 years behind the current year. (Previously, 1986 ODA fee schedule.) <u>Vision</u> - Effective January 1, 1991, maximum claim is \$175 (\$120) every 2 years.
Mileage Allowance:	32¢ (25¢) per kilometre.
Paid Preparation Time:	Effective September 1, 1991, additional 270 minutes per year for elementary teachers (new).

Lakehead District Roman Catholic Separate School Board at Thunder Bay - Ontario English Catholic Teachers' Association and Association des Enseignantes et des Enseignants Franco-Ontariens (Ind.) (elementary school teachers): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 387 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>
	General Increases	3.3%	3.3%
	Teacher-Category D 0-7 years	\$23,093-\$31,738 (\$22,355-\$30,724)	\$23,855-\$32,785
	Teacher-Category A1 0-10 years	\$27,990-\$44,795 (\$27,096-\$43,364)	\$28,914-\$46,273
	Teacher-Category A4 0-11 years	\$34,209-\$57,281 (\$33,116-\$55,451)	\$35,338-\$59,171
	Principal	\$64,804 (\$62,734)	\$66,943
		<u>Sept. 1/91</u>	<u>Feb. 1/92</u>
	General Increases	3.3%	3.3%
	Teacher-Category D	\$24,642-\$33,867	\$25,455-\$34,985
	Teacher-Category A1	\$29,868-\$47,800	\$30,854-\$49,377

	Teacher-Category A4	\$36,504-\$61,124	\$37,709-\$63,141
	Principal	\$69,152	\$71,434
Responsibility Allowances:	Vice-Principal and Consultant - \$3,400 (\$3,221). Further increases in accordance with general salary increases.		
	Coordinators - \$6,800 (\$6,437). Further increases in accordance with general salary increases.		
	Principal - Senior Elementary and Dual Track - \$2,700 (\$2,586). Further increases in accordance with general salary increases.		
Related Experience Allowance (new):	\$500 per year of trade, technical or business experience to a maximum of 5 years.		
Health and Welfare:	<u>Life Insurance</u> - Maximum benefit is \$90,000 (\$80,000).		
	<u>Major Medical</u> - Deluxe-out-of-country coverage added (new).		
	<u>Vision</u> - Maximum claim is \$175 (\$150) every 2 years.		
Paid Maternity Leave (new):	60% of weekly insurable earnings for the 2-week UIC waiting period.		
Professional Development Fund (new):	\$100 per full-time equivalent teacher.		
Paid Preparation Time:	Effective September 1, 1991, 150 (120) minutes for full-time teachers in Junior Kindergarten to Grade 6.		

Lanark County Board of Education at Perth - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 210 employees, settled at the post mediation bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>	<u>Sept. 1/91</u>
	General Increases	6%	.5%	5.8%*
	Teacher-Category A1 0-11 years	\$27,699-\$46,988 (\$26,131-\$44,328)	\$27,837-\$47,223	\$29,452-\$49,962
	Teacher-Category A4 0-12 years	\$32,927-\$59,006 (\$31,063-\$55,666)	\$33,091-\$59,301	\$35,011-\$62,740

Vice-Principal 0-3 years	\$64,592-\$69,732 (\$60,936-\$65,785)	\$64,915-\$70,081	\$68,680-\$74,146
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Principal 0-3 years	\$73,353-\$78,492 (\$69,201-\$74,049)	\$73,720-\$78,884	\$77,996-\$83,460
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* Effective June 30, 1992, increase to equal the percentage increase the Ontario CPI from April 1991 to April 1992, triggered at 5.8%.

Responsibility Allowances: Increased in accordance with the general salary increases.

Post Graduate Degree Allowances: Effective September 1, 1991, increased by 5.8%.

Related Experience Allowance: \$600 (\$524) per year. Effective September 1, 1991, \$625.

Health and Welfare: Dental - Coverage continues to be updated each January 1 to the previous year's ODA fee schedule. Effective March 17, 1991, employer pays 70% of premium costs for dentures, major restorative services, crowns and bridges, with a maximum annual claim of \$1,000 per person on a 50%-50% co-insurance basis (new).

Vision (new) - Effective September 1, 1991, employer pays 50% of premium costs. Maximum claim is \$150 every 2 years.

Lincoln County Separate School Board at St. Catharines - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary school teachers): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 315 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>
General Increases		6%	6.2%
Teacher-Level D 0-6 years		\$23,291-\$33,216 (\$21,973-\$31,336)	\$24,735-\$35,275
Teacher-Level A1 0-10 years		\$27,508-\$46,508 (\$25,951-\$43,875)	\$29,213-\$49,391
Teacher-Level A4 0-11 years		\$33,947-\$59,353 (\$32,025-\$55,993)	\$36,052-\$63,033

Responsibility Allowances:	Principal/ Supervisor	\$11,500 (\$10,506)	\$12,000
	Vice-Principal/ Co-ordinator	\$4,300 (\$3,973)	\$4,500
	Consultant	\$3,200 (\$2,870)	\$3,350
Extra Degree Allowance:	Increased with accordance with the general salary increases.		
Home Instructor:	\$30 (\$25) per hour.		
Paid Maternity/ Adoption Leave:	\$500 lump sum payment prior to commencement of leave (new).		
Bereavement Leave:	Up to 5 (4) days' paid leave upon death of parent, child, sister, brother, spouse, step-parent, father/mother-in-law, sister/brother-in-law or son/daughter-in-law.		
Compassionate Leave (new):	Up to 2 days' paid leave for compassionate reasons.		
Health and Welfare:	<u>Major Medical</u> - Coverage extended to include prescribed supports, orthopaedic shoes, prostheses and other external aids (new). <u>Vision</u> - Maximum claim is \$250 (\$175) every 2 years. <u>Dental</u> - Maximum lifetime claim for orthodontics is \$2,500 (\$1,500) per family member. Coverage continues to be based on the current year's ODA fee schedule. <u>LTD</u> - Maximum benefit is \$4,000 (\$3,500) per month after a waiting period of 100 (120) days. <u>Continuation of Benefits</u> - Employer pays 100% of premium costs for Major Medical, Dental and Vision to age 65 for employees retiring prior to September 1, 1990 and 100% employee paid for retirees after September 1, 1990. (Previously, 100% employer paid for all retirees to age 65.)		
Paid Preparation Time:	Effective January 1, 1991, 120 (115) minutes per 6-day cycle. Effective September 1, 1991 and 1992, 160 and 200 minutes respectively.		
Employee Assistance Fund (new):	\$2,000 per year.		
Professional Development Fund:	\$5,000 (\$4,000) per year.		

Metropolitan Separate School Board at Toronto - Local 1328, Canadian Union of Public Employees (CLC) (full-time and part-time office, clerical and technical employees): A 24-month renewal agreement effective from October 1, 1990 to September 30, 1992, covering 650 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/90</u>	<u>Oct. 1/91</u>
	General Increases	6%	5.2%
	<u>Weekly Rates</u>		
	35 hours per week		
	Grade I (includes Mail Clerk)	\$359.48-\$406.93 (\$339.13-\$383.90)	\$378.17-\$428.09
	Grade VIII (Programmer/Analyst)	\$769.34-\$879.75 (\$725.79-\$829.95)	\$809.34-\$925.49
Shift Premium:	48¢ (45¢) per hour worked between 5:30 p.m. and 7:30 a.m. Effective October 1, 1991, 50¢.		
Irregular Hours Payment:	\$450 (\$300) per year for Placement Clerks and Assessment Revisors required to work outside of band hours on a regular basis.		
Bereavement Leave:	1 day's paid leave for employee attending funeral as a pallbearer (new).		
Mileage Allowance:	Effective March 1, 1991, 19¢ per kilometre for first 5000 kilometres and 13¢ per km thereafter plus the cost of gasoline, oil, oil filters and lubrication. (Previously, \$250 per year.) Effective September 1, 1991, 22¢ and 15¢ respectively.		
	Other terms and conditions are similar to those reported for Metropolitan Separate School Board and Canadian Union of Public Employees, Local 1328 (educational assistants).		

Metropolitan Separate School Board at Toronto - Local 1328, Canadian Union of Public Employees (CLC) (educational assistants): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 400 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>	<u>Sept. 1/91</u>
	General Increases	6%		5.2%
	Additional Adjustments	Restructuring of wage schedule		

Pay Equity Adjustments	\$34.61-\$40.00 per week for Education Assistant and Lifeguard/ Instructors
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Weekly Rates

Education Assistant 0-5 years	\$405.66-\$471.03 (\$382.69-\$444.32)	\$440.27-\$511.03	\$463.17-\$537.60
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Sign Language Facilitators/ Child & Youth Worker (Hired on/before Feb. 21, 1990)* 0-4 years	\$575.06-\$703.47 (\$542.51-\$663.65)	\$604.96-\$740.05
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(Hired after Feb. 21, 1990)* 0-4 years	\$533.05-\$654.44	\$560.77-\$688.48
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Previous rates for Education Assistant reflect pay equity adjustments of \$48.99-\$56.89 per week.

* Separate pay scales in effect until December 31, 1995.

Sick Leave: Maximum 12 days for probationary employees. Prorated if less than 6 months worked and unused leave accumulates (new).

Paid Maternity/
Adoption Leave
(new): Effective January 1, 1991, wages equivalent to the UIC benefit for the 2-week waiting period.

Health and
Welfare: Vision - Effective March 1, 1991, maximum claim is \$150 (\$75) every 2 years.

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Continuation of Benefits - Employer continues to pay its share of premium costs for health and welfare benefits during an unpaid leave of up to 15 days and for up to 2 years for employee in receipt of Workers' Compensation benefits (new).

Workers'
Compensation: Employee receives 90% of regular salary for up to 2 years (new).

Travel
Allowance: Effective January 1, 1991, 31¢ (25¢) per kilometre for the first 5,000 kilometres and 25¢ per km thereafter, with a minimum of \$2.50 (\$2) per day. Effective September 1, 1991, 34¢ and 27¢ respectively.

Metropolitan Separate School Board at Toronto - Local 1280, Canadian Union of Public Employees (CLC) (full-time, part-time and temporary maintenance, service and plant operation employees): A 24-month renewal agreement effective from July 1, 1990 to June 30, 1992, covering 950 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/90</u>	<u>July 1/91</u>
	General Increases	6.1%	5.2%
	Cleaner	\$14.00 (\$13.20)	\$14.73
	Head Caretaker (varies by size of school)	\$15.90-\$19.21 (\$14.99-\$18.11)	\$16.72-\$20.20
	Plumber	\$23.45 (\$22.11)	\$24.67
	Previous rate for Cleaner reflects 91¢ pay equity adjustment made during the previous agreement.		
Probationary Rate:	Effective March 1, 1991, 75¢ (50¢) per hour less than job rate.		
Shift Premium:	56¢ (51¢) per hour for all hours worked between 4 p.m. and 8 a.m. Effective July 1, 1991, 59¢.		
Lead Hand Premium:	43¢ (41¢). Effective July 1, 1991, 46¢.		
Licence Premium:	32¢ (30¢) per hour for employee required to have stationary engineer's qualifications. 16¢ (15¢) per hour for truck driver required to have a "D" licence. Effective July 1, 1991, 33¢ and 17¢ respectively.		
Acting Pay:	Assistant Caretaker or other employee temporarily transferred to Head Caretaker position receives the rate in the higher classification. (Previously, only after 2 days or more.)		
Paid Personal Leave (new):	Up to 2 days per year charged to sick leave.		
Paid Maternity/Adoption Leave (new):	Effective January 1, 1991, wages equivalent to the UIC benefit for the 2-week waiting period.		
Health and Welfare:	<u>Vision</u> - Effective March 1, 1991, maximum claim is \$150 (\$75) every 2 years.		
	<u>Dental</u> - Coverage continues to be based on the previous year's ODA fee schedule.		

Payment in Lieu of Fringe Benefits: Effective February 1, 1991, 10% (12%) of straight time rate for supply caretakers.

Safety Shoe Allowance: \$70 (\$60) per year for eligible employees.

Tool Allowance: \$90 (\$80) per year for skilled trades and \$75 (\$65) for semi-skilled trades and certain technicians (new).

Travel Allowance: Effective February 1, 1991, 31¢ (25¢) per kilometre for first 5,000 kilometres and 25¢ per km thereafter. (Previously, \$315 per month for maintenance employees and 25¢ per kilometre for caretakers.) Effective September 1, 1991, 34¢ and 27¢ respectively.

Ottawa Roman Catholic Separate School Board at Ottawa - Ontario Catholic Occasional Teachers' Association (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>	<u>Sept. 1/91</u>
Increases		3.2% for Casual Occasional Teacher without a Degree; 4% for Teacher with a Degree	3%	5%

Daily Rates*

Casual	\$106.00	\$109.23	\$114.69
Occasional Teacher Without a Degree	(\$102.74)		
Casual	\$115.04	\$118.55	\$124.48
Occasional Teacher With a Degree	(\$110.62)		

* Daily rates include vacation and holiday pay.

Long Term Occasional Teacher - Employed for 20 or more consecutive teaching days as a replacement for a teacher with a permanent or probationary contract, receives a daily rate in accordance with current salary grid for full-time teachers under the Ontario English Catholic Teachers' Association agreement.

The following provisions apply to long term teachers only.

Bereavement Leave: Up to 3 days' paid leave upon the death of parent-in-law and 1 day for aunt/uncle, grandparent, sister/brother-in-law, grandchild and niece/ nephew (new).

Sick Leave: Employee receives the remainder of salary in an assignment when quarantined due to exposure of a communicable disease (new).

Peel Board of Education at Mississauga - Local 1628, Canadian Union of Public Employees (CLC) (calendar year, academic year and temporary office and clerical employees): A 24-month renewal agreement effective from July 1, 1990 to June 30, 1992, covering 772 employees, settled at the bargaining stage. Duration of negotiations - 9 1/2 months.

Wages:	Effective	<u>July 1/90</u>	<u>July 1/91</u>
General Increases		6%	5.5%
Level A (includes Mail File Clerk)		\$11.77-\$12.98 (\$11.10-\$12.24)	\$12.42-\$13.69
Level G (includes Senior Secretary)		\$18.68-\$20.59 (\$17.62-\$19.42)	\$19.70-\$21.72

Previous rates reflect 3.3% special market adjustment on December 1, 1989 and 8.7% pay equity adjustment on January 1, 1990.

Maximum rates are reached after 2 years.

Overtime Pay: Time and one-half after 7 hours per day. (Previously, required to work in excess of 30 minutes to receive overtime retroactive to 7 hours).

Paid Vacation (full-time): 4 weeks after 9 (10) years of service and 6 after 26 (new).

Vacation Pay (part-time): 8% after 9 (10) years of service and 12% after 26 (new).

Health and Welfare: Life Insurance - Benefit is 3 (two and one-half) times annual salary.

Professional Development Fund: \$150 (\$125) per year per full-time equivalent employee.

Renfrew County Roman Catholic Separate School Board at Pembroke - Ontario English Catholic Teachers' Association (Ind.) and Association des Enseignants et des Enseignantes Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 347 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>
General Increases		5%	1%
Teacher-Category D 0-9 years		\$20,521-\$31,446 (\$19,544-\$29,949)	\$20,717-\$31,746
Teacher-Category A1 0-11 years		\$24,510-\$46,568 (\$23,343-\$44,350)	\$24,744-\$47,011
Teacher-Category A4 0-12 years		\$31,863-\$57,595 (\$30,346-\$54,852)	\$32,168-\$58,143
Vice-Principal- Secondary 0-3 years		\$62,267-\$68,090 (\$59,302-\$64,848)	\$62,860-\$68,739
Principal (qualified) Secondary 0-3 years		\$70,356-\$75,788 (\$67,006-\$72,179)	\$71,026-\$76,510
Principal (unqualified) Secondary 0-3 years		\$63,321-\$68,209 (\$60,306-\$64,961)	\$63,924-\$68,859
Effective		<u>Aug. 31/91</u>	
Additional Adjustments		Parity with corresponding teacher in public school board, except for Category D	
Teacher-Category A1		\$25,166-\$47,819	
Teacher-Category A4		\$32,721-\$59,141	
Vice-Principal- Secondary		\$64,440-\$70,467	
Principal (qualified) Secondary		\$72,811-\$78,432	
Principal (unqualified)		\$65,531-\$70,589	

Responsibility Allowances:	Increased in accordance with the general salary increases.
Paid Maternity/Adoption Leave (new):	Wages equivalent to UIC benefit for the 2-week waiting period.
Health and Welfare:	<u>Vision</u> - Maximum claim is \$250 (\$95) every 2 years. <u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule. Plan extended to include dentures and orthodontic services (new).
Mileage Allowance:	27¢ (25¢) per kilometre per car per day, or \$3 (\$2.85) per car per day whichever is greater.

Sault Ste. Marie Board of Education - Local 16, Canadian Union of Public Employees (CLC) (caretakers and maintenance employees): A 12-month renewal agreement effective from March 1, 1990 to February 28, 1991, covering 210 employees, settled at the post mediation bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Mar. 1/90</u>
	General Increase	6.5%
	Job Increment Level	48¢ (45¢)
	Additional Adjustments	Minor reclassifications
	Job Class 2 (Cleaner)	\$11.64 (\$10.93)
	Job Class 13 (Maintenance A)	\$16.92 (\$15.88)
Paid Paternity Leave (new):	Effective January 1, 1991, maximum 5 days per year for birth of child or child's release from hospital.	
Health and Welfare:	<u>Dental</u> - Coverage continues to be based on current year's ODA fee schedule.	

Sault Ste. Marie Board of Education - Local 16, Canadian Union of Public Employees (CLC) (caretakers and maintenance employees): A 12-month renewal agreement effective from March 1, 1991 to February 29, 1992, covering 210 employees, settled at the post mediation bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Mar. 1/91</u>
	Increases	5.05%-5.5%
	Job Increment Level	50¢ (48¢)
	Additional Adjustments	Restructuring of wage schedule and some reclassifications
	Job Class 2 (Cleaner)	\$12.28 (\$11.64)
	Job Class 13 (Maintenance A)	\$17.78 (\$16.92)

Health and Welfare: Vision - Maximum claim is \$125 (\$100) every 2 years.

Dental - Coverage continues to be based on current year's ODA fee schedule.

Wellington County Separate School Board at Guelph - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Sept. 1/91</u>
	Increases	Average 5.7%	3%
	Additional Adjustments	Up to 6% internal equity adjustment to some levels	
	Teacher-Level I 0-6 years	\$21,500-\$30,400 (\$19,351-\$28,163)	\$22,145-\$31,312
	Teacher-Level IV 0-10 years	\$29,500-\$48,500 (\$26,463-\$44,957)	\$30,385-\$49,955
	Teacher-Level VII 0-11 years	\$33,750-\$59,750 (\$30,302-\$55,490)	\$34,763-\$61,543
	High School Principal 0-4 years	\$71,800-\$76,000 (\$66,950-\$70,950)	\$74,000-\$78,400
	High School Vice-Principal 0-4 years	\$66,500-\$70,800 (\$62,000-\$66,000)	\$68,600-\$72,900

Feb. 1/92

General Increase	2.423%
Level I	\$22,682-\$32,071
Level IV	\$31,121-\$51,165
Level VII	\$35,605-\$63,034
High School Principal	\$75,790-\$80,300
High School Vice-Principal	\$70,260-\$74,670

Lump Sum Payments: Effective February 1, 1991, a lump sum payment equal to 1.56% of regular annual salary based on the salary grid of September 1990 and applicable responsibility allowances in the 1988-90 agreement.

Responsibility Allowances: Elementary School Principal - Effective January 1, 1991, \$5,631 (\$5,248) basic allowance plus experience allowance of \$166 (\$154) per year to a maximum of 10 years and \$297 (\$276) per teacher. Effective September 1, 1991, \$5,800, \$171 and \$306 respectively. Effective February 1, 1992, \$5,940, \$175 and \$313 respectively.

Elementary School Vice-Principal - Effective January 1, 1991, \$2,954 (\$2,753) basic allowance plus experience allowance of \$166 (\$154) per year to a maximum of 10 years and \$176 (\$164) per teacher. Effective September 1, 1991, \$3,043, \$171 and \$182 respectively. Effective February 1, 1992, \$3,117, \$175 and \$186 respectively.

Supervisor - Effective January 1, 1991, \$5,804 (\$5,409). Effective September 1, 1991, \$5,979. Effective February 1, 1992, \$6,125.

Curriculum Co-ordinator - Effective January 1, 1991, \$4,850 (\$4,520). Effective September 1, 1991, \$4,996. Effective February 1, 1992, \$5,117.

Health and Welfare: Dental - Effective January 1, 1991, coverage is based on the 1988 (1987) ODA fee schedule. Plan extended to include full basic plan: Levels I, II and III; major dental work, crowns, bridges and dentures, with 50%-50% co-insurance and a maximum annual claim of \$1,500 (new). Effective September 1, 1991, the 1989 ODA fee schedule. Plan extended to include Level IV; dependent orthodontia with 50%-50% co-insurance and a maximum lifetime claim of \$1,500 (new).

York Region Board of Education at Aurora - Local 1196, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 500 employees, settled with mediation assistance. Duration of negotiations - 1 1/2 months.

Wages:	Effective	Jan. 1/91	Jan. 1/92
	General Increase	6.5%	4%
	Caretaker I	\$13.69-\$14.36 (\$12.85-\$13.48)	\$14.24-\$14.93
	Maintenance 2	\$16.27-\$16.90 (\$15.28-\$15.87)	\$16.92-\$17.58

July 1/92

General Increase	4%
Caretaker I	\$14.81-\$15.53
Maintenance 2	\$17.60-\$18.28
Maximum rates reached after two 6-month increases.	

Shift Premium: 0-40¢-50¢ (0-35¢-45¢).

Certificate Premium: 40¢ (35¢) per hour for 4th Class Engineer and employee holding a Ministry of Labour License. Additional 40¢ per hour for 4th Class Engineer in a registered plant and employee using a Ministry of Labour License (new).

Health and Welfare: Vision - Maximum claim is \$200 (\$150) every 2 years.

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Safety Shoe Allowance: \$75 (\$55) per year.

HEALTH AND WELFARE SERVICES

Hôtel Dieu Hospital at Cornwall - Local 469, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time service employees): Two 8-month first agreements effective from January 23, 1991 to September 30, 1991, covering 200 employees, settled by arbitration. Duration of negotiations - 17 months.

Wages:	Effective	Oct. 1/89	Oct. 1/90
	General Increases	84¢	78¢
	Housekeeping Aide	\$11.576-\$11.836 (\$10.736-\$10.996)	\$12.356-\$12.616

R.N.A.	\$12.61-\$13.07 (\$11.77-\$12.23)	\$13.39-\$13.85
Engineer	\$14.589-\$14.748 (\$13.749-\$13.908)	\$15.369-\$15.528

Maximum rates for Housekeeping Aide and R.N.A. are reached after 2 annual increases and for Engineer, after 1 annual increase.

Hours of Work:	8 hours per day for Engineers and 7 1/2 hours per day for others.
Paid Rest Periods:	One 15 minute break during each half shift. <u>Extended Shifts</u> - One 45-minute break if working a shift of 11 1/4 hours.
Shift Premium:	45¢ per hour worked outside day shift.
Overtime Pay:	Time and one-half for hours worked in addition to regular shift or on a holiday. Double time for hours worked in addition to regular shift on a holiday. Employee may request time off in lieu of premium pay.
Weekend Premium:	Effective January 1, 1991, 45¢ per hour worked on Saturday or Sunday.
Responsibility Pay:	Employee temporarily assigned the duties of higher classification for 1 day or more receives pay equal to the greater of the next step or last increment in employee's salary range.
Call Back Pay:	Minimum 3 hours' pay at time and one-half. Employee may request time off in lieu of premium pay.
Standby Pay:	\$2.10 per hour.
Paid Holidays (full-time):	12 days.
Paid Vacation (full-time):	.83 days per month of each completed month of service if less than 1 year of service. 2 weeks after 1 year, 3 after 2, 4 after 8, 5 after 15 and 6 after 25.
Vacation Pay (part-time):	Applicable percentage of gross salary of preceding year provided in accordance with vacation entitlement for full-time employees.
Bereavement Leave:	3 days' paid leave upon death of spouse, child, parent, sister, brother, mother/father-in-law, grandparent, grandchild, brother/sister-in-law and son/daughter-in-law. 1 day's paid leave upon death of grandparent of spouse.
Paid Maternity Leave:	Maximum 15 weeks at the difference between 75% of weekly earnings and UIC benefit, paid after a 2-week waiting period.

Crown Witness/ Jury Duty Leave:	Summoned or subpoenaed employee receives regular pay.
Union-Management Committee Leave:	Maximum 2 employees paid at regular rate for attendance at meetings.
Negotiation Leave:	Maximum 3 employees paid at regular rate for negotiating meetings prior to conciliation.
Education Leave:	Unspecified paid leave for attendance at an approved course of study, convention or workshop.
Health and Safety Committee Leave:	Maximum 5 employees paid at regular rate for attendance at meetings.
Sick Leave:	HOODIP short term sick leave plan. Employer pays amount equal to any loss of benefits for the first 2 days of the 4th and subsequent illness in any year.
Health and Welfare:	<u>Life Insurance</u> - Employer pays 100% of premium costs. <u>LTD</u> - Employer pays 75% of premium costs. <u>Semi-Private Hospitalization</u> - Employer pays 100% of premium costs. <u>Major Medical</u> - Employer pays 75% of premium costs with annual deductibles of \$10 for single coverage and \$20 for family coverage. <u>Vision</u> - Maximum claim is \$90 per person every 2 years. <u>Hearing</u> - Maximum claim is \$300 per person every 2 years. <u>Dental</u> - Employer pays 75% of premium costs. Coverage is based on the 1990 ODA fee schedule.
Payment in Lieu of Fringe Benefits (part-time):	12% of regular straight time rate for all straight time hours worked. 8.1% for employees enrolled in pension plan.
Safety Shoe Allowance:	\$35 per year.
Uniform Allowance:	Employer provides and launders uniforms for Housekeeping, Dietary, Maintenance, Operating Room employees and Nurses Aides in the Emergency Dept.
Transportation Allowance:	25¢ per kilometre or taxi fare to a maximum of \$5 or a greater amount at the employer's discretion for call backs.

Kitchener-Waterloo Hospital at Kitchener - Local 220, Service Employees

International (AFL-CIO/CLC) (full-time service employees): A 24-month renewal agreement effective from May 27, 1990 to May 26, 1992, covering 400 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 year.

Wages:	Effective	<u>May 27/90</u>	<u>May 27/91</u>
General Increases		8%	7%
Skilled Trades Adjustments		40¢ for Senior Mechanic; 25¢ for others	60¢ for Senior Mechanic; 35¢ for others
Additional Adjustment		Float Mechanic classification is added	
Service 3 (includes Nurse Aide)		\$12.145-\$12.484 (\$11.245-\$11.559)	\$12.995-\$13.358
Service 10 RNA		\$13.667-\$14.045 (\$12.655-\$13.005)	\$14.624-\$15.029
Service 15 (includes Electrician)		\$16.037-\$16.556 (\$14.618-\$15.098)	\$17.510-\$18.065
Maximum rates are reached after two annual increases.			
Lead Hand Premium (new):	40¢ per hour.		
Weekend Premium (new):	45¢ per hour worked on Saturday and Sunday.		
Paid Vacation:	Effective July 1, 1991, 3 weeks after 2 (3) years of service, and 4 after 5 (8).		
Paid Adoption Leave (new):	Maximum 10 weeks at the difference between 75% of wages and UIC benefit plus other earnings, paid after a 2-week waiting period.		
Sick Leave:	Serious illness that is concurrent with scheduled vacation is considered sick leave. (Previously, applied only if employee was hospitalized).		
Education Leave (new):	Paid leave for employee to write examinations during regularly scheduled working hours for the purpose of upgrading employment qualifications. Straight time rate for employee required to attend courses outside regularly scheduled working hours.		

Health and
Welfare:

Benefit coverage extended to include dependant to age 25 attending a post-secondary institution full-time or dependant with a disability. (Previously, coverage limited to dependant up to age 21.)

Vision - Maximum claim is \$90 (\$60) per person every 2 years.

Hearing - Maximum lifetime claim is \$500 (\$300) per person.

Dental - Coverage continues to be updated each April 1 to the ODA fee schedule 2 years behind the current year.

Continuation of Benefits - Employer continues to pays its share premium costs for 17 weeks for employee on maternity or adoption leave (new).

Safety Shoe
Allowance
(new):

Effective May 27, 1990, \$40 per year. Effective May 27, 1991, \$45.

Uniform
Allowance:

\$80 (\$60) per year.

Education
Allowance
(new):

Employer pays 100% of costs associated with courses required for upgrading employee's qualifications.

Mount Sinai Hospital at Toronto - Local 204, Service Employees International (AFL-CIO/CLC) (full-time clerical employees): A 24-month renewal agreement effective from October 1, 1989 to September 30, 1991, covering 208 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 13 months.

Wages:

Effective	<u>Oct. 1/89</u>	<u>Oct. 1/90</u>
General Increases	8%	7%
Additional Adjustments	Minor restructuring of wage schedule	
Group I (includes Menu Clerk)	\$10.61-\$11.63 (\$9.82-\$10.77)	\$11.51-\$12.60
Group VII (Dispatcher)	\$13.65-\$14.88 (\$12.64-\$13.78)	\$14.61-\$15.92

Pay Equity Adjustments - Effective January 1, 1990 and 1991, 15¢-20¢ and 17¢-\$1.09 respectively for certain classifications.

Maximum rates are reached after 3 annual increases.

Other terms of settlement are similar to those reported for Toronto East General Hospital and Service Employees Local 204 (service employees) in the November 1990 report.

Northwestern General Hospital at Toronto - Local 204, Service Employees

International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from October 11, 1989 to October 10, 1991, covering 227 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Oct. 11/89</u>	<u>Oct. 11/90</u>
General Increases		8%	7%
Aide		\$12.04-\$12.30 (\$11.15-\$11.39)	\$12.88-\$13.16
RNA		\$13.45-\$13.72 (\$12.45-\$12.70)	\$14.39-\$14.68
Orthopaedic Technician		\$14.08 (\$13.04)	\$15.07
Maximum rates are reached after 2 annual increases for Aide and RNA.			

Other terms of settlement are similar to those reported for Toronto East General Hospital and Service Employees Local 204 (service workers) in the November 1990 report.

Salvation Army Grace Hospital at Windsor - Local 210, Service Employees

International (AFL-CIO/CLC) (full-time and part-time employees): A 24-month renewal agreement effective from April 1, 1989 to March 31, 1991, covering 284 employees, settled by arbitration. Duration of negotiations - 22 months.

Wages:	Effective	<u>Apr. 1/89</u>	<u>Apr. 1/90</u>
General Increases		8%	7%
Additional Adjustments*		25¢ for Registered Electrocardiograph Technician, RNA, Maintenance Person & Morgue Technician	25¢ for same classifications**
Maid		\$11.16-\$11.56 (\$10.33-\$10.70)	\$11.94-\$12.36

RNA	\$12.79-\$13.36 (\$11.59-\$12.12)	\$13.95-\$14.56
Maintenance Person	\$13.75-\$14.28 (\$12.48-\$12.97)	\$14.98-\$15.54

* Applied prior to general increases.

** Effective October 1, 1990, a further adjustment of 25¢ per hour for Registered Electrocardiograph Technician.

Maximum rates are reached after two 6-month increases.

Change of Schedule Premium (new):	Time and one-half for each hour worked within 16 hours of the end of last scheduled shift for rotating shift employees.
Standby Pay (new):	\$2.10 per hour.
Paid Holidays:	Effective in 1991, Easter Monday is added for a total of 12 (11) days.
Pay for Work on a Paid Holiday:	Double time for all hours worked in excess of 7 1/2 hours on a paid holiday (new).
Paid Vacation:	Effective January 25, 1991, RNA receives 4 weeks after 5 (8) years of service, 5 after 15 (17) and 6 after 25 (new). Other employees receive 3 weeks after 2 (3) years, 4 after 5 (8), 5 after 15 (17) and 6 after 25 (new).
Vacation Pay (part-time):	12% of gross salary for 6-week entitlement (new).
Paid Maternity Leave (new):	Maximum 15 weeks at the difference between 75% of wages and the UIC benefit, paid after a 2-week waiting period.
Health and Welfare:	<u>LTD (new)</u> - Benefit is 65%-75% of regular wages, depending on years of service. <u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule and provides for recall examinations every 9 (6) months.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited, Chalk River Nuclear Laboratories at Chalk River and Deep River - Local 404, Office and Professional Employees (AFL-CIO/CLC): A 22-month renewal agreement effective from September 1, 1990 to June 30, 1992, covering 270 employees, settled at the conciliation officer stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Mar. 1/91</u>
	Increases	\$600-\$1,600 per year	\$500-\$1,600 per year
	Range CA 3 (includes Clerk/typist 2)	\$21,700-\$24,600 (\$21,100-\$23,900)	\$22,400-\$25,400
	Range CA 8 (Purchasing Agent)	\$39,300-\$46,900 (\$38,200-\$45,500)	\$40,500-\$48,300
	Effective	<u>Sept. 1/91</u>	<u>Mar. 1/92</u>
	Increases	\$800-\$2,200	\$500-\$1,400
	Range CA 3	\$23,300-\$26,400	\$23,900-\$27,000
	Range CA 8	\$42,100-\$50,200	\$43,200-\$51,500

Top rates are control points and are reached on merit. Maximum rates above control points, not shown, may be reached in some cases.

Shift Premium: Regular Shift Employees - 0-\$3.60-\$4.30 (0-\$3.40-\$4.05) per shift. Additional \$4.65 (\$4.40) per shift on Saturday and \$11.65 (\$11) on Sunday. Effective September 1, 1991, 0-\$3.85-\$4.55, \$5 on Saturday and \$12.40 on Sunday.

Rotating Shift Employees - \$1,225 (\$1,155) per year for employee scheduled to work on a continuous rotating shift for a minimum of 6 months. Effective September 1, 1991, \$1,305.

Semi-Private Hospitalization and Major Medical - Employer pays a monthly medical-hospital allowance of \$4.50 for single coverage and \$12 for family coverage to employee subscribers in the hospital and medical plans. (Previously, employer paid an allowance equivalent to 100% of applicable premium costs.)

FEDERAL ADMINISTRATION

National Defence, Communications Security Establishment at Ottawa - Public Service Alliance (CLC) (administrative services, communications officers, computer systems administration and cryptologic personnel groups of the Administrative and Foreign Service Category): A 21-month renewal agreement effective from May 10, 1990 to February 9, 1992, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>May 10/90</u>	<u>May 10/91</u>
	General Increases	4.75%	3.5%

Additional Adjustments Minor
restructuring
of wage schedule

Annual Rates

CS-Level 1 13 levels	\$23,404-\$39,393 (\$22,343-\$37,607)	\$24,223-\$40,772
CO-Level 7 4 levels	\$61,707-\$68,022 (\$58,909-\$64,935)	\$63,867-\$70,403
CP-Level 6 5 levels (new)	\$67,207-\$77,122 (\$64,159-\$73,625)	\$69,559-\$79,821

Shift Premium: Effective December 4, 1990, \$1 (65¢) per hour worked when the majority of of hours are between 6 p.m. and 6 a.m..

Weekend Premium: Effective December 4, 1990, 75¢ (65¢) per regularly straight time hour worked.

Standby Pay: Effective December 4, 1990, one-half hour pay for each four-hour period. (Previously \$10 for each eight consecutive hours, and \$20 for all standby hours on a day of rest or designated holiday.)

Paid Vacation: Effective December 4, 1990, 5 weeks after 19 (20) years of service and 6 after 30 (new).

Meal Allowance: Effective December 4, 1990, \$6 (\$5) after 4 hours of overtime.

Severance Pay: Effective January 23, 1991, delete cap of 30 weeks' pay upon lay-off.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (NUPGE) (CLC)
(institutional care services category): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 5,156 employees, settled at the bargaining stage.
Duration of negotiations - 9 days.

Wages: Effective Jan. 1/91
General Increase 5.78%

Hourly Rates

Ambulance Officer 2 40 hours per week	\$16.90-\$17.78 (\$15.98-\$16.81)
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Psychiatric Nursing Assistant 2	\$17.27-\$17.93
40 hours per week	(\$16.33-\$16.95)

Weekly Rates

Child Care Worker 4	\$820.69-\$919.67
Minimum 36 1/4 hours per week	(\$775.85-\$869.42)

Maximum rates are reached in annual steps on merit.

Previous rate for Psychiatric Nursing Assistant 2 reflects \$1.38 pay equity adjustment made during the previous agreement.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (scientific and professional services category): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 4,894 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages:	Effective	Jan. 1/91	April 1/91
General Increase		5.78%	
Additional Adjustments		1% to Lecturer 1-3, Agricultural School; 2% to Audiologist, Biologist 1 to Senior Biologist, Forester 1-5, Psychologist 1-3	1.5% to Nursing Group SP-06

Weekly Rates

Psychometrist 1	\$678.67-\$812.58	
36.25 hours per week	(\$641.59-\$768.18)	
Nurse 2 General	\$784.24-\$895.51	\$796-\$908.94
40 hours per week	(\$741.39-\$846.58)	
Psychologist 3	\$1181.28-\$1470.64	
Minimum 36.25 hours per week	(\$1096.01-\$1364.48)	

Maximum rates are reached on merit.

Previous rate for Psychometrist I reflects a pay equity adjustment of \$37.34 per week and for Nurse 2, General, \$17.60 per week.

Educational
Allowances
(Nurses):

\$190 (\$180) per year upon completion of Nursing Administration Course, \$506 (\$480) for postgraduate Certificate or Diploma Program in nursing and \$1,010 (\$960) for degree in nursing science.

Addenda

September 1990 Settlement

EDUCATION AND RELATED SERVICES

Welland County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.) (secondary school teachers): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 206 employees, settled at the bargaining stage and ratified in September 1990. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/90</u>
	General Increase	6%
	Teacher-Category A1 0-12 years	\$27,150-\$47,500 (\$25,613-\$44,811)
	Teacher-Category A4 0-13 years	\$33,214-\$58,767 (\$31,334-\$55,441)

Responsibility
Allowances:

	<u>Principal</u>
- 0-100 students	\$10,559 (\$7,131)
- 101-300 students	\$12,132 (\$8,615)
- 301-500 students	\$13,707 (\$10,101)
- 501-700 students.	\$15,280 (\$11,585)
- over 701 students	\$17,486 (\$13,666)

Vice-Principal

- 0-100 students	\$5,280 (\$3,566)
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- 101-300 students	\$6,066 (\$4,308)
- 301-500 students	\$6,854 (\$5,051)
- 501-700 students	\$7,640 (\$5,793)
- over 701 students	\$8,743 (\$6,833)
Consultant	\$10,559 (\$7,131)

Health and
Welfare:

Vision - Effective September 1, 1991, maximum claim is \$150 (\$100) every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Effective November 1, 1990, plan is extended to include major restorative services with a maximum annual claim of \$1,000 per family member, provided on a 50%-50% co-insurance basis (new).

November 1990 Settlement

HEALTH AND WELFARE SERVICES

Freeport Hospital at Kitchener - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from January 19, 1990 to January 18, 1992, covering 418 employees, settled at the post conciliation bargaining stage and ratified in November 1990. Duration of negotiations - 9 1/2 months.

Wages:	Effective	Jan. 19/90	Jan. 19/91
General Increases		8%	7%
Housekeeping Aide		\$12.09-\$12.34 (\$11.19-\$11.43)	\$12.93-\$13.21
Electrician-Licensed		\$17.01-\$17.50 (new)	\$18.20-\$18.72

Maximum rates are reached after 3 years for Housekeeping Aide and after 6 months for Electrician-Licensed.

Responsibility
Pay:

10% of straight time hourly pay when assigned responsibilities of a classification outside the bargaining unit for one-half of a shift or more. (Previously, an allowance of \$3.30 per shift.)

Standby Pay: \$2.10 (\$1.45) per hour.

Paid Vacation (Full-time): 4 weeks after 5 (8) years of service.

Paid Maternity Leave (new): Maximum 15 weeks at the difference between 75% of weekly wages and the UIC benefit, paid after a 2-week waiting period.

Paid Adoption Leave (new): Maximum 10 weeks at the difference between 75% of weekly wages and the UIC benefit, paid after a 2-week waiting period.

The following benefits apply to full-time employees unless stated otherwise.

Health and Welfare: Life Insurance - Effective January 19, 1990, employer pays 100% (90%) of premium costs.

Semi-Private Hospitalization - Employer pays 100% (75%) of premium costs.

Vision - Maximum claim is \$90 (\$80) every 2 years.

Hearing - Maximum lifetime claim is \$500 (\$350).

Dental - Employer pays 75% (50%) of the premium costs. Coverage continues to be based on the current year's ODA fee schedule.

Continuation of Benefits - Employer continues to share premium costs for health and welfare benefits during the first 17 weeks (30 days) of maternity leave, and the first 10 weeks (30 days) of adoption leave.

Professional Development and Educational Leave (new): An employee shall suffer no loss in pay when authorized to attend any in-service programs during working hours, and shall be paid straight time when required to attend courses outside working hours.

December 1990 Settlements

PAPER AND ALLIED

Domtar Inc. - Packaging Group, Containerboard Division at Red Rock - Locals 255 and 528, Canadian Paperworkers (CLC): Two 36-month renewal agreements effective from May 1, 1990 to April 30, 1993, covering 500 employees, settled with mediation assistance and ratified in December, 1990. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 1/90</u>	<u>Dec. 16/90</u>	<u>May 1/91</u>	<u>May 1/92</u>
	General	85¢		5.5%	5.5%
	Increases				

Skilled Trades Adjustment		50¢ per hour Class A and above	
Labourer	\$16.22 (\$15.37)	\$17.11	\$18.05
Tradesman	\$20.80 (\$19.95)	\$21.30	\$22.47
		\$23.71	

Trades Flexi-
bility Premium
(new): Local 528 - Effective upon the completion of training programme, 50¢ per hour for tradesperson on shift performing flexible duties.

Shift Premium: Effective May 1, 1991, 0-40¢-60¢ (0-40¢-55¢).

Height Premium
(Local 528)
(new): Time and one-half per hour worked at a height of 40 feet or more above a permanent structure.

Hours of Work: Local 528 - 30-minute paid lunch break and one 15-minute paid rest period for day employees (new).

Work on Paid
Holidays (Mill
Employees): In addition to appropriate holiday pay, straight time for all hours worked plus double time to be taken as time off if mill is in operation (new).

Voluntary Work During Shutdown - In addition to holiday pay of 8 hours at straight time (unchanged), double time after 8 hours and an additional 8 hours floating holiday for each 4 hours worked thereafter. (Previously, time and one-half for all hours worked and only one floating holiday.)

Call in Pay
(Scheduled
Day Off): Time and one-half or 6 (4) hours' regular pay whichever is greater.

Vacation Pay: Effective January 1, 1991, 2.4% (2.0%) per week or 48 (40 or 42) hours per week whichever is greater.

Bereavement
Leave: Bereavement during vacation is not deducted from vacation credits (new).

Responsibility
Pay: 55¢ (45¢) per hour when assigned to Superintendent's job in excess of 1 day. Employee assigned to salaried foreman's position receives 50¢ (40¢) per hour more than highest hourly-rated employee being supervised or at least 50¢ (40¢) more than own regular rate.

Local 528 - 25¢ (15¢) per hour more than highest paid supervised employee.

Health and
Welfare: Life Insurance - Effective January 1, 1991, maximum benefit is \$40,000 (\$30,000).

LTD Indexing (new) - Benefit increases in accordance with general increases to a maximum of \$2,000 per month.

Vision - Maximum claim is \$100 (\$75) per employee every 2 years, \$75 per dependent family member (unchanged).

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Tool Insurance: Maximum coverage to \$2500 (\$1,000)

Safety Shoe Allowance: \$40 (\$30) per pair.

Apprentice Training Allowance: \$200 (\$115) per week living allowance.

Lily Cups Inc. at Toronto - Local 466, Graphic Communications Union (AFL-CIO/CLC):
A 36-month renewal agreement effective from December 1, 1990 to November 30, 1993, covering 310* employees, settled at the bargaining stage and ratified in December, 1990. Duration of negotiations - 2 1/2 months.

* Includes 35 employees currently on lay-off status.

Wages:	Effective	<u>Dec. 1/90</u>	<u>Dec. 1/91</u>	<u>Dec. 1/92</u>
	General	1.5%	4.2%	6%
	Increases			
	Additional	Certain		
	Adjustments	reclassifications		
	Job Level 1	\$9.46-\$10.23	\$9.86-\$10.66	\$10.45-\$11.30
	(includes	(\$9.32-\$10.08)		
	Packer)			
	Job level 12	\$16.17-\$17.05	\$16.85-\$17.77	\$17.86-\$18.83
	(includes	(\$15.93-\$16.80)		
	Electrician "A"			

Maximum rate for Packer is reached after 6 months and for Electrician after 18 months.

Shift Premium: 0-40¢-45¢ (0-35¢-40¢). Effective December 1, 1991 and 1992, 0-45¢-50¢ and 0-50¢-60¢ respectively.

Lead Hand Premium: Effective December 16, 1990, \$1 (25¢) per hour while assigned.

Paid Vacation: Effective December 1, 1991, 5 weeks after 20 (23) years of service.

Bereavement Leave:	3 days' paid leave upon death of grandchild (new).
Health and Welfare:	<u>Life Insurance</u> - Effective December 16, 1990, maximum benefit is \$22,500 (\$20,000). Effective December 1, 1991 and 1992, \$25,000 and \$30,000 respectively. <u>Weekly Indemnity</u> - Effective December 16, 1990, benefit is payable on a 1/1/4/26 (1/4/26) basis. <u>Drugs</u> - Deductible eliminated. (Previously, 35¢ per prescription.) <u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule. Effective December 16, 1990, employer pays 85% (70%) of premium costs. Effective December 1, 1991, 100%. Pension Plan: <u>Basic Benefit</u> - Effective December 16, 1990, benefit is \$10.50 (\$9.50) per month per year of service. Effective December 1, 1991 and 1992, \$11.50 and \$12.50 respectively. Paid Negotiation Leave (new): Maximum 4 days per committee member during contract negotiations. Safety Shoe Allowance: Effective December 16, 1990, \$55 (\$50) per year. Effective December 1, 1991 and 1992, \$60 and \$65 respectively.

EDUCATION AND RELATED SERVICES

London and Middlesex County Roman Catholic Separate School Board at London - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 850 employees, settled at the post mediation bargaining stage and ratified in December 1990. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>	<u>Sept. 1/91</u>
	General Increase	6.3%		**
	Pay Equity Adjustment		50% of the difference between 97% of the corresponding levels of Category A1 and Categories D,C & B respectively	

Teacher- \$26,772-\$36,974 \$29,188-\$44,011
Category D (\$25,185-\$34,873)
2-8 years
Effective
Jan. 1/91,
2-10 years

Teacher- \$26,742-\$45,371
Category A1 (\$25,157-\$42,682)
0-10 years

Teacher- \$32,477-\$59,698
Category A4 (\$30,552-\$56,160)

Previous rate for Category D reflects a pay equity adjustment of 50% of the difference between 97% of Category A1 rate and Category D.

** Increase to equal the percentage increase in the Ontario Regional Cities CPI from June 1990 to June 1991 plus 1%, to a maximum salary increase of 7%.

Responsibility Allowances: Principal, Elementary - 21% (19%) of Teacher-Category A4 maximum.

Principal, Secondary and Continuing Education (new) - 32% (29%) of A4 maximum.

Principal, Summer School (new) - \$4,200.

Co-ordinator - 21% (19%) of A4 maximum.

Department Head - \$4,000 (\$3,120).

Assistant Head - \$1,000 (\$700).

Paid Maternity Leave (new): 95% of salary for the 2-week UIC waiting period.

Paternity/Adoption Leave: Maximum 2 (1) days' paid leave upon birth or adoption of child.

Paid Negotiations Leave: 1 (1/2) day per week for union chairperson or designate.

Sick Leave: Maximum accumulation of 220 (200) days. Effective January 1, 1991, 240 days.

Health and Welfare: Changes are effective from January 1, 1991, unless stated otherwise.

Life Insurance - 3 times annual gross salary or minimum \$150,000. (Previously, maximum \$150,000.)

LTD - Maximum \$5,600 (\$4,000) per month.

Hearing (new) - Maximum claim \$300 beyond OHIP coverage, every 36 months.

Vision - Maximum claim is \$200 (\$125) per person every 2 years.

Dental - Maximum lifetime claim of \$3,000 (\$2,000) per person. Maximum annual claim is \$4,000 (\$2,500) per family for major restorative services.

Mileage Allowance: Effective January 1, 1991, 28¢ (26¢) per km.

Paid Preparation Time: Effective January 1, 1991, minimum 160 minutes per week for Junior Kindergarten to Grade 8 teachers. (Previously, minimum 100 minutes for J.K.-Grade 3, 120 minutes for grades 4-8.) Effective September 1, 1991 and September 1, 1991, 180 and 200 respectively.

Nipissing Board of Education at North Bay - Ontario Secondary School Teachers' Federation (Ind.) (secondary and continuing education teachers): A 24-month renewal agreement* effective from September 1, 1990, to August 31, 1992, covering 276 employees, settled at the bargaining stage and ratified in December 1990. Duration of negotiations - 3 months.

* Includes Continuing Education Teachers (new).

Wages:	Effective	Sept. 1/90	Sept 1/91
	General Increase	6.1%	**
	Teacher A1-1 0-11 years	\$28,892-\$47,304 (\$27,231-\$44,584)	
	Teacher A4-4 0-11 years	\$34,405-\$60,000 (\$32,428-\$56,551)	
	Vice-Principal 0-4 years	\$68,163-\$72,465 (\$64,244-\$68,301)	
	Principal 0-4 years	\$76,954-\$81,256 (\$72,530-\$76,587)	

Previous rates reflect a 5.9% increase effective September 1, 1989.

** Increase to equal the percentage increase in the CPI from April 1990 to April 1991.

	Effective	<u>Feb. 1/90</u>	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>
	General Increases		5.25%	5%
	<u>Hourly Rates</u>			
	Continuing Education Teacher	\$38 (new)	\$40	\$42
Responsibility Allowances:	Director/Coordinator	\$5,112 (\$4,818)		
	Major Dept Head/Consultant	\$4,843 (\$4,565)		
	Minor Dept Head	\$3,175 (\$2,992)		
	Subject Chairman	\$2,063 (\$1,944)		
Extra Degree Allowance:		\$836 (\$788).		
Expense Allowance:		\$332 (\$296) per year for Vice-Principal.		
Bereavement Leave:		Effective February 1, 1990, 1 day's paid leave for illness or bereavement for Continuing Education Teachers (new).		
Paid Maternity Leave:		15 weeks at the difference between 95% of weekly wage and UIC benefit (new).		
Health and Welfare:		<u>Vision</u> - Maximum claim is \$200 (\$120) every 2 years. Effective September 1, 1991, \$240.		
		<u>Dental</u> - Effective September 1, 1991, coverage is based on the 1991 (1989) ODA fee schedule.		
Moving Allowance:		Maximum of \$1,321 (\$1,247) for moving costs and \$3,960 (\$3,739) for related expenses.		
Relocation Allowance:		Minimum allowance of 50% of moving and related expenses to a maximum of \$2,639 (\$2,492).		
Tuition Fee Allowance:		\$297 (\$268) per course to a maximum of 2 courses per year.		
Travel Allowance:		Effective February 1, 1990, equal to prevailing Board rates for Continuing Education Teachers (new).		

HEALTH AND WELFARE SERVICES

Toronto Hospital Corporation, Toronto General Hospital Division - Local 2001, Canadian Union of Public Employees (CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from September 29, 1989 to September 28, 1991, covering 1,100 employees, settled with mediation assistance and ratified in December 1990. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 29/89</u>	<u>Sept. 29/90</u>
	General Increases	8%	7%
	<u>Full-time employees</u>		
	Job Level 1 (Dietary Aide)	\$11.88-\$12.25 (\$11.00-\$11.34)	\$12.71-\$13.11
	Job Level 16 (includes Licensed Electrician)	\$16.99-\$17.36 (\$15.73-\$16.07)	\$18.18-\$18.58

The following applies to full-time employees unless stated otherwise.

Change of Schedule Premium (new):	Time and one-half for the first shift of new schedule when notice not given within 24 hours of change.
Paid Holidays:	Employer will provide each employee with 3 consecutive days off and endeavour to provide 4 consecutive days off at either Christmas or New Year's (new).
Paid Adoption Leave:	Effective January 1, 1991, maximum 15 weeks at the difference between 75% of wages and the UIC benefit, paid after a 2-week waiting period (new).
Safety Shoe Allowance:	Effective January 1, 1991, \$75 (\$35) per calendar year.
Tool Allowance:	Maximum \$60 (\$45) per year.

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Ministry of Labour



Government of
Ontario

Industrial Relations Division
Office of Collective Bargaining Information

COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO

FEBRUARY 1991



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in February, 1991. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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Bell Canada, Ont., Que. and NWT	Communications-Electrical Wkrs. (CLC) (operator services and dining service, and craft and services empls.)	105
Brewers' Retail Inc., province-wide; Molson Ontario Breweries Ltd., Toronto and Barrie; Labatt Brewing Co. Ltd., Labatt's Ontario Breweries Div., London, Toronto and Waterloo	Brewery and General Workers (NUPGE) (CLC), Brewery and Soft Drink Workers (NUPGE) (CLC), Canadian Auto Workers (CLC), and Food and Commercial Wkrs. (AFL-CIO/CLC) (warehouse, retail store clerks, office, production, maintenance and transport empls.)	60
Canada Post Corp., system-wide	Professional Institute (Ind.)	78
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Malette Kraft Pulp and Power, Smooth Rock Falls	Cdn. Paperworkers (CLC) (mill empls.)	65
Metropolitan General Hospital, Windsor	Service Employees Intl. (AFL-CIO/CLC) (full-time, part-time and casual service empls.)	92
Metropolitan Toronto Assn. for Community Living, Residential Services and Vocational and Industrial Services	CUPE (CLC) (full-time and part-time empls.)	95
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Noranda Forest Recycled Papers, Thorold Div., Thorold	Cdn. Paperworkers (CLC)	66
Ontario Government	Ont. Public Service Empls. (NUPGE) (CLC) (general operational services category)	99
PPG Canada Inc., Glass Div., Owen Sound	Owen Sound Glass Wkrs. (Ind.)	76
Sammi Atlas Inc., Atlas Specialty Steels Div., Welland	Cdn. Steelworkers (Ind.)	68
Scarborough City Public Utilities Commission, Construction Unit #1	Utility Workers (CLC)	79
Standard Products (Canada) Ltd., Georgetown	Cdn. Auto Workers (CLC)	73
Thunder Bay City Board of Commissioners of Police	Police Assn. (Ind.) (police officers and civilians)	99
Toronto Electric Commissioners and Toronto Hydro-Electric System	CUPE (CLC) (hourly rated and salaried empls.)	80
ULS International Inc., Toronto	Railway, Transport & Genl. Wkrs. (CLC)	104
Waterloo Region Roman Catholic Separate School Board, Kitchener	CUPE (CLC) (office, clerical, technical and paraprofessional empls.)	89
Wellesley Hospital, Toronto	Service Employees Intl. (AFL-CIO/CLC) (clerical empls.)	93
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Windsor Western Hospital Centre Inc., I.O.D.E. Unit	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	94

FORESTRY

E.B. Eddy Forest Products Ltd., Forestry Division at Espanola - Local 2693,

IWA-Canada (AFL-CIO/CLC): A 36-month renewal agreement effective from September 1, 1990 to August 31, 1993, covering 340 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
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Increases

Hourly Employees	85¢	5.5%	5.5%
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Piecework*	5%	5.5%	5.5%
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Hourly Rates

Labourer	\$17.16 (\$16.31)	\$18.10	\$19.10
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Mechanic Class A1	\$21.28 (\$20.43)	\$22.45	\$23.68
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* Piecework rates exclude bonuses, supplements and silviculture wage schedule.

Shift Premium: Effective September 1, 1991, 0-55¢-65¢ (0-45¢-55¢).

Mechanic Field Premium: 50¢ (40¢) per hour for Tradespersons and helpers.

Health and Welfare: Life Insurance - Benefit is \$50,000 (\$40,000).

Weekly Indemnity - Effective March 1, 1991, benefit is \$425 (\$400). Effective September 1, 1991 and 1992, \$445 and \$465 respectively.

LTD - Benefit is 55% (50%) of monthly earnings.

Vision (new) - Effective January 1, 1991, the employer pays 100% of the premium costs. Maximum claim is \$75 per family member every 2 years.

Dental - Effective March 1, 1991 coverage is based on 1989 (1988) ODA fee schedule. Effective September 1, 1991 and 1992, the 1990 and 1991 ODA fee schedules respectively.

Pension Plan: Basic Benefit/Future Service - Effective January 2, 1991, \$17 (\$14) per month per year of service.

Supplemental Benefit - Effective March 1, 1991, employer contribute \$55 (\$45) per month per employee, conditional on the employee contributing \$55 (\$45). Employer continues contributions for employee on WCB or weekly indemnity for up to 12 months (new).

Severance Pay: One week's pay per completed year of service since last date of hire for employee with 3 or more years of service. Maximum deleted. (Previously, maximum of 30 years.)

Commuter Allowance: \$9.47 (\$9.02) per day. Effective September 1, 1991 and 1992, \$9.94 and \$10.44 respectively.

Tool and Personal Insurance: Maximum claim is \$2,500 (\$2,000) for loss of personal belongings, power saws and tools.

Travel Allowance: Effective March 1, 1991, \$13.42 (\$12.66) per day. Effective September 1, 1991 and 1992, \$14.23 and \$15.08 respectively.

Safety Boot Subsidy: Employer will sell safety boots to employee at \$20 (\$15) below cost price.

FOOD AND BEVERAGE

William Neilson Limited at Georgetown and Toronto - Local 529A, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1990 to November 30, 1992, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 1/90</u>	<u>Jan. 1/91</u>	<u>Dec. 1/91</u>
General Increases		75¢		70¢
Pay Equity Adjustments			20¢ for P6 58¢ for P5	
Additional Adjustments		Certain reclassifications		
Job Class P6 (includes Packer)		\$10.97 (\$10.22)	\$11.17	\$11.87
Job Class T2 (includes Tractor Driver)		\$15.94 (\$15.19)		\$16.64
Job Class M1A (Electronic Technician)		\$20.24 (\$19.49)		\$20.94

Shift Premium: 0-42¢-63¢ (0-40¢-60¢).

Early Morning Premium:	\$3.99 (\$3.80) per hour for hours worked prior to 6:00 a.m. for "A" shift employees.
Paid Vacation:	6 weeks after 27 (28) years of service.
Paid Negotiation Leave:	6 (5) employees on negotiating committee, new member to be from Georgetown.
Health and Welfare:	Coverage for vision, dental and major medical extended to include dependant to age 25 attending school full-time and beyond age 21 for dependant with a disability. (Previously, coverage limited to dependant to age 21.) <u>Life Insurance and AD & D</u> - Benefit is \$27,000 (\$25,000). Effective December 1, 1991, \$30,000. <u>Life Insurance for Retirees</u> - Benefit is \$3,000 (\$2,500). <u>Vision</u> - Effective February 25, 1991, maximum claim is \$150 (\$100) every 2 years. <u>Dental</u> - Coverage is based on the current year's ODA fee schedule. (Previously, previous year's schedule.) 80%-20% co-insurance for basic services (previously, no co-insurance). Orthodontic services extended to include caps and crowns (new). Maximum lifetime claim for orthodontic services is \$3,000 (\$1,500) on a 75%-25% co-insurance basis (unchanged).
Tool Allowance:	\$80 (\$70) per year for Lubrication Mechanic and \$193 (\$183) per year for skilled trades. Effective December 1, 1991, \$90 and \$203 respectively.
Meal Allowance:	\$4.31 (\$4.10) for employees working 9 hours or more on a shift. <u>Highway Transport Drivers</u> - \$5.57 (\$5.30) for lunch and \$5.99 (\$5.70) for dinner.
Safety Shoe Allowance:	Effective February 25, 1991, maximum \$75 per year. (Previously, \$56 or \$67 depending upon designation.)

Brewers' Retail Inc., previously Brewers' Warehousing Company Limited, province-wide; Molson Ontario Breweries Limited,* at Toronto* and Barrie; Labatt Brewing Company Limited, Labatt's Ontario Breweries Division, at London, Toronto and Waterloo - Local 325, Brewery and General Workers (NUPGE) (CLC); Local 304, Brewery and Soft Drink Workers (NUPGE) (CLC); Local 306, Canadian Auto Workers (CLC); and Various Locals, Food and Commercial Workers (AFL-CIO/CLC) (warehouse, retail store clerks, office, production, maintenance and transport employees): Ten 34-month renewal agreements effective from February 23, 1991** to December 31, 1993, with wages retroactive to January 1, 1991, covering 3,351 employees, settled with mediation assistance, except for Molson in Toronto which settled during a work stoppage. Duration of negotiations - 3 1/2 months.

* Includes 2 previously merged bargaining units for Carling O'Keefe Breweries of Canada Limited at Toronto.

** Previous agreement expired December 31, 1990.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
Increases:				
Regular Employees	\$1		95¢	\$1.10
Temporary Employees	52¢		49¢	57¢
Temporary Employees -Brewers' Retail Inc.	46¢		44¢	50¢
Temporary Employees Trades "A" and Mechanic "A"	84¢		80¢	92¢
Skilled Trades Adjustments:				
Regular Employees Trades "A"	17¢		16¢	19¢
Effective		<u>Jan. 1/91</u>	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
<u>Labatt and Molson</u>				
Bottling and Warehouse Machine Operator	\$19.75 (\$18.75)		\$20.70	\$21.80
Tradesman "A"	\$23.12 (\$21.95)		\$24.23	\$25.52
<u>Brewer's Retail Inc.</u>				
Counter Clerk	\$19.64 (\$18.64)		\$20.59	\$21.69
Retail Checker/ Cashier	\$19.84 (\$18.84)		\$20.79	\$21.89
COLA (Regular Employees):	Effective January 1, 1993, 1¢ per full 0.3 point change in the CPI - 1971=100, using the December 1992 index as the base. Triggered at 7%. Paid as a lump sum on the first pay period following the release of the December 1993 index. (Basic formula is unchanged. Formula did not trigger.)			
Shift Premium:	Effective March 1, 1991, 0-60¢-90¢ (0-55¢-85¢). Effective January 1, 1992 and 1993, 0-60¢-95¢ and 0-60¢-\$1 respectively.			

Health and
Welfare:

Life Insurance and AD & D - Benefit is \$36,000 (\$34,000). Effective January 1, 1992 and 1993, \$37,000 and \$39,000 respectively.

Dental - Effective March 1, 1991, maximum claim is \$700 (\$650) per year for basic services. Combined maximum lifetime claim is \$4,000 (\$3,750) for restorative and orthodontic services.

Continuation of Benefits for Retirees - Major Medical and Life Insurance for Retirees continues for early retiree aged 55 with age plus service totalling 85 (new).

Pension Plan:

Basic Benefit - Benefit is \$30 (\$28) per month per year of future service. Effective January 1, 1992 and 1993, \$31 and \$32 respectively.

Minimum Pension at Normal Retirement - Employee aged 65 with 30 years of service, retiring on or after January 1, 1991, receives \$1,685 (\$1,560) per month with CPP offsets. Pro-rated for employee with less than 30 years of service. Employees retiring on or after January 1, 1992 and 1993, benefit is \$1,740 and \$1,905 respectively.

Special Early Retirement Benefit - Employee aged 60 with 30 years of service is eligible for accrued entitlement, with a minimum monthly benefit of \$1,537 (\$1,439). Effective January 1, 1992 and 1993, \$1,562 and \$1,695 respectively.

Supplementary Disability Benefit - Benefit is \$14 (\$7) per month per year of service to a maximum of 30 years, for employee aged 50 with 10 years of service, disabled on or after January 1, 1991.

Severance Pay:

One week's pay per year of service (unchanged) plus \$375 per year of seniority prior to March 1988, to a maximum of 15 years. (Previously, \$95 per unused week of benefit entitlement.) \$750 per year of service to a maximum of 15 years for employee first becoming eligible. (Previously, \$95 plus \$30 per week of entitlement.)

Plant Closure - Maximum 22 (15) years' pay in the event of permanent plant closure.

Tool Allowance:

Maximum \$290 (\$275) per year for designated employees. Effective January 1, 1992 and 1993, \$305 and \$320 respectively.

Safety Shoe
Allowance:

\$75 per year. (Previously, \$50 every 10 months.)

RUBBER AND PLASTICS PRODUCTS

Goodyear Canada Inc. at Collingwood - Local 834, Rubber Workers (AFL-CIO/CLC): A
33-month renewal agreement effective from February 2, 1991*, to November 7, 1993, covering 238 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

* Previous agreement expired November 2, 1990.

Wages:	Effective	<u>Feb. 3/91</u>	<u>Nov. 1/91</u>	<u>Nov. 8/92</u>
	Skilled Trades Adjustments**	25¢	25¢	25¢
	Additional Adjustments	15¢ per hour for lead Press employees; restructured wage schedule		
	COLA Fold-in	14¢		
	COLA Advance	36¢	15¢	
	Reclaim Uncured Hose	\$11.23-\$11.38 (\$10.73-\$10.88)	\$11.38-\$11.53	
	Electrician with Trade Ticket	\$13.63-\$14.08 (\$12.88-\$13.33)	\$14.03-\$14.48	\$14.28-\$14.73

** Applies to tradesperson with skilled trades ticket.

Previous rates reflect a 36¢ COLA fold-in during the previous agreement.

Maximum rates are reached on merit.

COLA: 1¢ per full 0.096 (0.3) point increase in the CPI - 1986=100 (1971), using the average for September, October and November 1990 as the base. Triggered at 2% in the first year and 1% in the second year. Adjusted quarterly. 2¢ of the COLA adjustments due in May of 1991, 1992 and 1993 to be diverted to cover Dental Plan premium costs.

Shift Premium: Effective November 3, 1991, 0-35¢-40¢ (0-30¢-35¢).

Paid Vacation: 6 weeks after 25 years of service (new).

Health and Welfare: The following changes are effective March 1, 1991 unless otherwise stated.

Life Insurance and AD & D - Benefit is \$21,000 (\$19,000).
Effective November 7, 1991 and 1992, \$23,000 and \$25,000
respectively.

Life Insurance for Future Retirees - Benefit is \$4,500 (\$2,500).
Effective November 7, 1991 and 1992, \$5,000 and \$5,500.

Weekly Indemnity - Effective May 1, 1991, benefit is \$280 (\$240)

Vision - Maximum claim is \$140 (\$120) every 2 years.

Hearing - Maximum claim is \$500 every 3 years. (Previously,
\$300 every 5 years.)

Dental - Coverage is based on 1989 (1987) ODA fee schedule.
Maximum annual claim is \$1,000 per person. (Previously, no
maximum.) Effective November 7, 1991 and 1992, coverage is
based on previous year's ODA fee schedule.

Survivor Income Benefit - Effective May 1, 1991, maximum \$200
(\$150) per month. Effective November 7, 1991 and 1992, \$250 and
\$300 respectively.

Pension Plan: Basic Benefit - \$16 (\$15) per month per year of service.
Effective November 7, 1991 and 1992, \$17 and \$18 respectively.

Supplemental Benefit - \$12.25 (\$11.25) per month per year of
service.

Safety Shoe Allowance: Effective February 3, 1991, maximum \$60 per year. (Previously,
40% of \$70 maximum.) Effective November 7, 1991 and 1992, \$70
and \$80 respectively.

CLOTHING

Levi Strauss and Company (Canada) Incorporated, at Cornwall - Local 1136, Clothing
and Textile Workers (AFL-CIO/CLC): A 34-month renewal agreement
effective from January 1, 1991 to October 31, 1993, covering 324
employees, settled at the bargaining stage. Duration of
negotiations - 2 1/2 months.

Wages:	Effective	Jan. 1/91	Jan. 1/92	Jan. 1/93
General Increases		4.5%	4.5%	5%
Additional Adjustments		Wage schedules restructured; 21¢ per hour for Parts Sorter*; 53¢ per hour for Material Handler*		

Non-Incentive

Group C (includes Repair Person)	\$8.00-\$8.46 (\$7.66-\$8.10)	\$8.36-\$8.84	\$8.78-\$9.28
Group A (Cutter)	\$9.67-\$11.63 (\$9.25-\$11.13)	\$10.11-\$12.15	\$10.62-\$12.76

Maximum rate for Repair Person is reached after 3 months and for Cutter after 9 months.

* Added to rates prior to general increase.

Shift Premium: 37¢ (35¢) for all hours worked on afternoon shift. Effective January 1, 1992 and 1993, 39¢ and 41¢ respectively.

Paid Vacation: 5 weeks after 19 years of service (new).

Bereavement Leave: 5 days' paid leave upon death of immediate family member who is dependent upon employee or resided in employee's household (new).

Health and Welfare: Life Insurance - Effective January 1, 1991, benefit is \$15,000 (\$7,500). Effective January 1, 1992 and 1993, \$20,000 and \$25,000 respectively.

Dental (new) - Employer pays 80% of the premium costs for basic coverage.

Weekly Indemnity - Benefit is \$185 (\$175). Effective January 1, 1992 and 1993, \$195 and \$205 respectively.

Pension Plan: Basic Benefit - \$6 (\$4) per month per year of service. Effective January 1, 1992 and 1993, \$8 and \$10 respectively.

PAPER AND ALLIED

Malette Kraft Pulp and Power at Smooth Rock Falls - Local 32, Canadian Paperworkers (CLC) (mill employees): A 36-month renewal agreement effective from May 1, 1990 to April 30, 1993, covering 255 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	May 1/90	Feb. 17/91	May 1/91	May 1/92
	General	85¢		5.5%	5.5%
	Increases				
	Skilled Trades Adjustment*		50¢ for Class A and above		

Labourer	\$16.22 (\$15.37)		\$17.11	\$18.05
Journeyman Class "A"	\$20.54 (\$19.69)	\$21.04	\$22.20	\$23.41

* Ticket premiums are applied to wage rate for Stationary Engineer and increased in accordance with the general wage increases.

Shift Premium: Effective May 1, 1991, 0-40¢-60¢ (0-40¢-55¢).

12-hour shifts - 66¢ (63¢).

Trades Flexi-
bility Premium
(new): 50¢ per hour for Tradesman on shift.

Relief Shift
Engineer
Premium
(new): 60¢ per hour.

Vacation Pay: Effective February 10, 1991, 2.4% (2%) of gross earnings.

Pay for Work
on Paid
Holidays: Employees required to work if mill is in operation on New Year's Day or Canada Day receive holiday pay or day off with pay, double time for each hour worked and the job rate of job being performed for each hour worked (new).

Bereavement
Leave: Up to 3 days' paid leave upon death of son/daughter-in-law (new).

Health
Welfare: LTD Indexing (new) - Benefits increased in accordance with the general increases to a maximum of \$2,000 per month.

Dental - Effective March 1, 1991, coverage is based on the 1989 (1988) ODA fee schedule. Effective May 1, 1991 and May 1, 1992, the 1990 and 1991 ODA fee schedules respectively.

Job Seniority: Recall Rights - 3 years or length of service whichever is greater. (Previously, no limit.)

Meal Allowance: \$7 (\$5.50).

Noranda Forest Recycled Papers, previously Fraser Inc., Thorold Division at Thorold - Local 290, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from May 1, 1990 to April 30, 1993, covering 413 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 1/90</u>	<u>Sept. 1/90</u>	<u>May 1/91</u>	<u>May 1/92</u>
General Increases		85¢		5.5%	5.5%
Skilled Trades Adjustment			50¢ for Class "A" and above		
Job Class 1 (includes Canteen Attendant)		\$15.22 (\$14.37)		\$16.06	\$16.94
Journeyman "A"		\$19.12 (\$18.27)	\$19.62	\$20.70	\$21.84

Student Rate - \$1 less per hour less than skilled rate (new).

Paid Lunch Period: Effective May 1, 1992, 20 minutes for day workers (new).

Shift Premium: Effective May 1, 1991, 0-40¢-60¢ (0-40¢-55¢).

Responsibility Pay: Effective February 6, 1991, \$1 (50¢) per hour above the highest rate supervised for Tour Boss assigned duties of non-union foreman.

Training Premium (new): Maximum of 2 positions above regular wage or Master Schedule position, whichever is greater, multiplied by department's normal hours divided by 40, plus 32¢ or applicable shift differential, plus 50¢.

Pay for Work on Paid Holidays: Employees required to work if mill is in operation on Canada Day or New Year's Day, receive holiday pay, double time for hours worked and an additional payment of 1 hour's pay at rate of job being performed for each hour worked (new).

Vacation Pay: Effective May 1, 1991, 2.4% (2%) of gross earnings.

Health and Welfare: LTD Indexing (new) - For claims after February 6, 1991, benefits increased in accordance with the general salary increases to a maximum of \$1,500 per month. Payable until employee becomes eligible for an unreduced early retirement. (Previously, to age 65.)

Weekly Indemnity - Effective February 6, 1991, maximum benefit is \$425 (\$345) per week for first 28 days and \$440 (\$360) per week beginning with the 29th day of disability. Effective May 1, 1991, \$450 and \$465 respectively. Effective May 1, 1992, \$500 and \$515 respectively.

Dental - Coverage is based on 1989 (1988) ODA fee schedule. Effective May 1, 1991 and 1992, 1990 and 1991 fee schedules respectively.

Meal Allowance: \$3.50 (\$3) after 2 hours or more of overtime.

Job Security: Up to 6 weeks of training for senior employees in cases of permanent layoff (new).

Safety Shoe Allowance: \$35 (\$25) per purchase.

PRIMARY METAL

Sammi Atlas Inc., Atlas Specialty Steels Division, previously Rio Algom Ltd. at Welland - Canadian Steelworkers (Ind.): A 36-month renewal agreement effective from February 18, 1991 to February 17, 1994, covering 1,000 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 18/91</u>	<u>Feb. 18/92</u>	<u>Feb. 18/93</u>
General Increases		20¢	20¢	20¢
COLA Fold-In		\$1.00	\$1.03	
Job Class 3 (includes Labourer)		\$15.164 (\$13.964)	\$16.394	\$16.594
Job Class 22 (includes Electrician)		\$18.717 (\$17.517)	\$19.947	\$20.147
Job Class 25 (includes Press Smith)		\$19.278 (\$18.078)	\$20.508	\$20.708

COLA: \$2.03 COLA generated during the previous agreement is folded into wages on the above dates, leaving no float.

1¢ per 0.3 point change in the CPI - 1971=100, using the January 1991 index as the base. 11 quarterly payments beginning May 1991. (Basic formula is unchanged.)

Health and Welfare: Vision - Effective February 18, 1992, maximum claim is \$125 (\$75) per person every 2 years.

Dental - Coverage continues to be updated each January 1 to the ODA fee schedule 3 years behind the current year. Maximum annual claim of \$1,000 for crowns, bridges and dentures (new). Effective February 18, 1993, maximum lifetime claim for orthodontic services is \$1,000 for dependent children (new).

Pension Plan: Basic Benefit - Effective February 18, 1993, \$27 (\$12) per month per year of service before May 1, 1970 and \$32 (\$17) per month per year of service after May 1, 1970 to a maximum of 40 years (unchanged).

Early Retirement - Employee with 30 or more years of service, regardless of age, may retire with accrued entitlement. (Previously, employee aged 58 with 30 years of service.)

Safety Prescription Glasses (new): Maximum 3 pairs per year.

Canadian Reynolds Metals Company Ltd., Reynolds Extrusion Company Division at Richmond Hill - Local 8412, United Steelworkers (AFL-CIO/CLC):
A 36-month renewal agreement effective from November 1, 1990 to October 31, 1993, covering 204 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Nov. 1/90	Nov. 1/91	Nov. 1/92
General Increases		5%	5%	5%
Wage Group 11 (includes Assembler C)		\$12.62 (\$12.02)	\$13.25	\$13.91
Wage Group 1 (A) Master Electrician		\$16.56 (\$15.77)	\$17.39	\$18.26

Shift Premium: Effective February 11, 1991, 0-40¢-50¢ (0-35¢-45¢). Effective November 1, 1992, 0-45¢-55¢.

Health and Welfare: Life Insurance and AD & D - Effective March 1, 1991, benefit is \$26,000 (\$25,000). Effective November 1, 1991 and 1992, \$27,000 and \$28,000 respectively.

LTD (new) - Effective November 1, 1991, employer pays 50% of premium costs. Benefit is 60% of wages to a maximum \$1,000 per month.

Dental - Effective February 11, 1991, coverage is based on the previous year's ODA fee schedule. (Previously, the 1989 ODA fee schedule.)

Pension Plan: Basic Benefit - Effective February 11, 1991, \$18 (\$17) per month per year of service. Effective November 1, 1992 and 1993, \$19 and \$20 respectively.

Safety Shoe Allowance: Effective February 11, 1991, \$70 (\$65) per year. Effective November 1, 1991, \$75.

METAL FABRICATING

Foster Wheeler Limited at St. Catharines - Locals 6519 and 6595, United Steelworkers (AFL-CIO/CLC) (production and clerical employees):
Two 24-month renewal agreements effective from February 9, 1991 to February 7, 1993, covering 255 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 11/91</u>	<u>Feb. 9/92</u>
	Increases		
	Clerical Employees	4.84%	4.94%
	Production Employees	60¢	65¢
	Job Class Increment	35¢ (34¢)	36¢
	Job Class 6 (Labourer)	\$12.68 (\$12.03)	\$13.38
	Job Class 16 (Electrician)	\$16.48 (\$15.73)	\$17.28

COLA Provision: Inoperative. (Previously, 1¢ per 0.4 point increase in the CPI-1971=100, triggered at 7% and capped at 20¢. Adjusted quarterly.)

Shift Premium: 0-45¢-55¢ (0-40¢-50¢).

Paid Vacation: 5 weeks after 20 (22) years of service.

Health and Welfare: Employer Contribution - Employer pays 100% of all current premium costs and 75% of future premium increases (unchanged).

Life Insurance and AD & D - Effective March 1, 1991, benefit is \$21,000 (\$20,000). Effective January 1, 1992, \$22,000.

Life Insurance for Retirees - For retirements effective on or after March 1, 1991 and January 1, 1992, benefit is \$4,500 (\$4,000) and \$5,000 respectively.

Dental - Effective March 1, 1991, coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1992, the 1990 ODA fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1991, \$18 (\$17) per month per year of service. Effective January 1, 1992, \$20.

Safety Shoe Allowance: Maximum \$60 (\$55) per year.

Meal Allowance: \$5 (\$4) for employee required to work more than 10 hours without advanced notice.

MACHINERY

Canadian Timken, Limited at St. Thomas - Local 4906, United Steelworkers (AFL-CIO/CLC): A 45-month renewal agreement effective from March 10, 1991* to November 27, 1994, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

* Previous agreement was scheduled to expire May 5, 1991.

Wages:	Effective	<u>Mar. 10/91</u>	<u>Dec. 1/91</u>
	Increases	20¢	2¢-38¢
	Special Adjustments		33.5¢-76¢ for Skilled Trades and Product Finishers
	Utility Inspector	\$9.36-\$9.49 (\$9.16-\$9.29)	\$9.38-\$9.51
	Electrician Specialist	\$12.74-\$12.905 (\$12.54-\$12.705)	\$13.82-\$13.985
	Effective	<u>Nov. 29/92</u>	<u>Nov. 28/93</u>
	Increases	2¢-38¢	2¢-38¢
	Utility Inspector	\$9.40-\$9.53	\$9.42-\$9.55
	Electrician Specialist	\$14.18-\$14.345	\$14.54-\$14.705

Maximum rates are reached after 3 months for Utility Inspector and after 12 months for Electrician Specialist.

COLA: \$2.46 COLA generated during previous agreements continues to float. Effective March 1, 1991, \$1.75 of this amount is included in earnings for the purpose of calculating holiday pay and overtime pay. Effective November 29, 1992 and November 28, 1993, an additional 25¢ in each year respectively.

1¢ per 0.1276 point increase in the CPI - 1986=100, using the January 1991 as the base index. Triggered at 3% and capped at 30¢. Effective January 1, 1992, 1993, and 1994, Capped at 60¢, 60¢, and 30¢ respectively. (Previously, 1¢ per 0.4 point increase in the CPI - 1971=100.)

Shift Premium: Effective December 1, 1991, 0-29¢-32¢ (0-27¢-29¢).

Sunday Premium: \$3.50 (\$2.50) per hour worked.

Paid Vacation: Effective May 1, 1991, 4 weeks at 8% after 12 (13) years of service, 4 weeks at 9% after 16 (17) and 5 weeks at 10% after 22 (24).

Health and Welfare: Weekly Indemnity - Effective January 1, 1992, maximum benefit \$320 (\$300). Effective January 1, 1993 and 1994, \$340 and \$360 respectively.

Continuation of Benefits - Effective July 1, 1991, benefit coverage for Major Medical continues for up to 12 (3) calendar months following lay-off due to disability, for dependent of disabled employee.

Pension Plan: Basic Benefit - Effective January 1, 1992, \$19 (\$17) per month per year of future service after March 1, 1977, and \$7 (\$6) per month per year of past service prior to March 1, 1977. Effective January 1, 1993 and 1994, \$21 and \$23 for future service respectively.

Early Retirement - Effective January 1, 1994, employee may elect early retirement when age plus years of service equals 90, with actuarial reduction if less than age 60, and with accrued entitlement if over age 60. (Previously, unreduced benefit at age 60 with 30 years of service.)

TRANSPORTATION EQUIPMENT

Accuride Canada Inc. at London - Local 27, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from January 21, 1991 to January 21, 1994, covering 850 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 11/91</u>	<u>Jan. 21/92</u>	<u>Jan. 21/93</u>
General Increases		\$1.60	35¢*	35¢
Skilled Trades Adjustments		60¢		30¢
Group V (includes Labourer)		\$15.68 (\$14.08)	\$16.03	\$16.38
Group IV (includes Electrician)		\$19.63 (\$17.43)	\$19.98	\$20.63

* Additional increase to equal the percentage increase in the CPI, from 1990 to 1991. Triggered at 5% and capped at 7.5%.

Lump Sum Maximum Settlement Payment:	\$9,720 per eligible employee. The amount to be included in the 1991 vacation pay calculation.			
COLA Provision:	Deleted. (Previously, 1¢ per 0.1 point increase in the CPI - 1981=100.) \$1.62 COLA float generated during the previous agreement, is eliminated with the formula.			
Shift Premium:	Effective February 11, 1991, 0-40¢-40¢ (0-35¢-35¢).			
Paid Holidays:	1 additional day is added for a total of 14 (13) days per year.			
Vacation Bonus:	\$200 for employee with 2 years of service and 1,000 hours worked.			
Health and Welfare:	<u>Life Insurance and AD & D</u> - Effective March 1, 1991, benefit is \$20,000 (\$18,000). Effective January 21, 1992 and 1993, \$22,000 and \$24,000 respectively. <u>Life Insurance for Retirees</u> - Effective March 1, 1991, benefit is \$2,500 (\$2,000). <u>Hearing</u> - Effective March 1, 1991, maximum claim is \$600 (\$500) every 5 years. <u>Vision</u> - Effective March 1, 1991, maximum claim is \$140 (\$130) per person every 2 years. <u>Dental</u> - Effective March 1, 1991, coverage is based on the 1989 (1988) ODA fee schedule. Effective January 21, 1992 and 1993, the 1990 and 1991 ODA fee schedules respectively. Maximum lifetime claim is \$1,500 (\$1,200) for orthodontic services and crowns and bridges. Pit and fissure sealants on permanent teeth are covered for dependent children to age 14 (new).			
Safety Shoe Allowance:	Effective February 11, 1991, maximum \$40 (\$35) per year.			
SUB:	<u>Employer Contribution</u> - Effective March 1, 1991, a one-time lump sum payment to 100% funding level.			
Prepaid Legal Services Plan:	<u>Employer Contribution</u> - 8¢ (5¢) per hour worked.			
Standard Products	(Canada) Limited at Georgetown - Local 876, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from May 1, 1991 to April 30, 1994, covering 218 employees, settled at the bargaining stage. Duration of negotiations - 1 month.			
Wages:	Effective	<u>May 1/91</u>	<u>May 1/92</u>	<u>May 1/93</u>
	General Increases	20¢	15¢	10¢

COLA Fold-in

23¢

Non-Incentive

Stock Chasing- Production	\$14.90-\$15.05 (\$14.70-\$14.85)	\$15.28-\$15.43	\$15.38-\$15.53
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Tool & Die Maker- Certified	\$21.35 (\$21.15)	\$21.73	\$21.83
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Maximum rate for Stock Chasing is reached after 4 months and for Tool and Die Certified, after a probationary period of 45 working days.

Previous rates reflect \$1 COLA folded into wages during the previous agreement.

COLA: 1¢ per 0.33 point change in the CPI- 1971=100, using the March 1988 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Lump Sum Settlement Payment: \$500 per employee.

Health and Welfare: Life Insurance and AD & D - Benefit is \$23,000 (\$20,000). Effective May 1, 1992 and 1993, \$24,000 and \$25,000 respectively.

Weekly Indemnity - 66 2/3% of regular earnings plus COLA to a maximum of 35 (28) weeks.

LTD - Benefit is \$800 (\$750) per month. Effective May 1, 1992 and 1993, \$850 and \$900 respectively.

Dental - Coverage continues to be based on the current ODA fee schedule.

Vision - Effective May 1, 1991, maximum claim is \$150 (\$120) every 2 years.

Pension Plan: Basic Benefit - Effective May 1, 1991, \$21 (\$18) per month per year of service for employee with 10 or more years of service.

Paid Education Leave: Employer Contribution - 2¢ (1¢) per hour.

Safety Shoe Allowance (new): \$50 per year for Tool and Maintenance employees.

ELECTRICAL PRODUCTS

Hammond Manufacturing Company Limited at Guelph and Puslinch Township - Employees Association (Ind.): A 24-month renewal agreement effective from November 27, 1990 to November 26, 1992, covering 750 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 27/90</u>	<u>Nov. 27/91</u>
	General Increases	65¢	70¢
	<u>Plants 1, 3 and</u> <u>Power Supply Div.</u>		
	Assembler (I.B.M.)	\$9.65-\$10.94 (\$9.00-\$10.29)	\$10.35-\$11.64
	Electronic Repairperson	\$14.50-\$16.53 (\$13.85-\$15.88)	\$15.20-\$17.23

Maximum rates are reached after 1 year.

Health and Welfare: Life Insurance and AD & D - Benefit is \$22,000 (\$20,000).
Weekly Indemnity - Maximum 26 weeks at 60% of regular wages. (Previously, same as the UIC benefit.)
LTD - Maximum benefit is \$800 per month. Effective November 27, 1991, \$850.
Dental - Effective January, 1991, coverage is based on the 1990 (1989) ODA fee schedule. Effective January, 1992, the 1991 ODA fee schedule.

Shift Premium: Effective November 27, 1991, 0-50¢-50¢ (0-45-50¢).

Safety Prescription Glasses: Maximum \$60 (\$55) every 2 years. Effective November 27, 1991, \$65.

Safety Shoe Allowance: \$70 (\$60) per year.

Batronics Inc. at Maple - Local 252, Canadian Auto Workers (CLC): A 12-month renewal agreement effective from March 1, 1991 to February 28, 1992, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 1/91</u>
	COLA Fold-in	92¢

Casual Labour	\$13.35 (\$12.43)
Electrician	\$18.60 (\$17.68)

COLA: 92¢ COLA generated during the previous agreement is folded into wages leaving no float.

1¢ per 0.35 point change in the CPI - 1971=100, using October 1990 as the base index. Adjusted quarterly. (Basic formula is unchanged.)

Pension Plan: Early Retirement - Employee with 30 years of service, regardless of age, may elect to retire with accrued entitlement. (Previously, actuarial reduction depending on age.)

Survivor Benefit- 60% (55%) of 95% (90%) of accrued pension.

NON-METALLIC MINERAL PRODUCTS

PPG Canada Inc., Glass Division at Owen Sound - Owen Sound Glass Workers (Ind.)*:

A 36-month renewal agreement effective from October 1, 1990 to September 30, 1993, covering 320 employees, settled with mediation assistance. Duration of negotiations - 3 months.

* Previously, Local 248, Aluminum, Brick and Glass Workers (AFL-CIO/CLC).

Wages:	Effective	<u>Oct. 1/90</u>	<u>Oct. 1/91</u>	<u>Oct. 1/92</u>
General Increases		50¢	45¢	55¢
Additional Adjustments	Minor restructuring of wage schedule			
Labour Grade 2 (Auxiliary Utility)		\$14.36 (\$13.86)	\$14.81	\$15.36
Labour Grade 14 (Instrument Specialist)		\$15.63 (\$15.13)	\$16.08	\$16.63

COLA: Effective October 1, 1991 and 1992, \$200 lump sum payment if the CPI - 1981=100 exceeds 3% from October 1990 to October 1991, and from October 1991 to October 1992. (Previously, 1¢ per 0.1% increase in the CPI 1981=100 using the average index for July, August and September 1987 as the base. Triggered at 6% in each year. Adjusted annually and folded into wages on October 1, 1988 and 1989. Formula did not trigger.)

Lump Sum Settlement Payment: \$200 per employee.

Shift Premium: 0-40¢-45¢ (0-35¢-40¢).

Lead Hand Premium: 50¢ (25¢) per hour worked.

Health and Welfare: Life Insurance and AD & D - Benefit is \$22,000 (\$21,000). Effective October 1, 1991 and 1992, \$23,000 and \$24,000 respectively.

LTD - Benefit is \$1,000 (\$500) per month.

Pension Plan: Basic Benefit - \$20 (\$19) per month per year of service. Effective October 1, 1991 and 1992, \$21 and \$22 respectively.

Current Retirees - Benefits increased by 50¢ per month per year of service in each year of this agreement.

Certificate Allowance: 35¢ (25¢) per hour worked for employee holding one or more tickets.

Apprenticeship Programme: \$2,500 (\$2,000) for employee taking the block release apprenticeship programme out of town.

TRANSPORTATION

Hudson Aviation Services (Toronto) Inc. at Mississauga - Local 2413, Machinists (AFL-CIO/CLC) (full-time and part-time employees): A 35-month renewal agreement effective from February 1, 1991 to December 31, 1993, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/91	Jan. 1/92	Jan. 1/93
General Increases		4.5%	5%	5%
Additional Adjustments		Minor restructuring of wage grid		
Cargo Agent 0-60 (42) months		\$7.24-\$13.19 (\$7.68-\$12.62)	\$7.60-\$13.85	\$7.98-\$14.54
Licensed Aircraft Mechanic I 0-36 months		\$13.92-\$16.57 (\$15.86)	\$14.62-\$17.40	\$15.35-\$18.27

Health and
Welfare:

Life Insurance and AD & D - Benefit is \$30,000 (\$20,000).

Life Insurance for Dependents - \$4,000 (\$2,000) and \$2,000 (\$1,000) for spouse and child respectively.

Vision - Maximum claim is \$100 (\$60) every 2 years.

Dental - Effective March 1, 1991, coverage is based on the 1989 (1987) ODA fee schedule. Effective January 1, 1993, the 1990 ODA fee schedule.

Pension Plan
(new):

Employer Contribution - Effective February 20, 1991, 10¢ per hour worked to RRSP. Effective January 1, 1992 and 1993, 20¢ and 30¢ respectively.

Safety Shoe
Allowance:

\$75 (\$50) per year for millwrights and employees in ramp, warehouse, aircraft maintenance departments. \$40 (\$25) for company approved safety boots for part-time ramp employee.

Tool Allowance:

\$200 per year for mechanic. (Previously, maximum one hour's pay per month.)

COMMUNICATION

Canada Post Corporation, system-wide - Professional Institute (Ind.) computer systems group employees): A 34-month renewal agreement effective from February 25, 1991* to December 31, 1993, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previous agreement expired January 20, 1991.

Wages:

Effective	<u>Jan. 21/91</u>	<u>Apr. 1/92</u>	<u>Apr. 1/93</u>
General Increases	4.5%	4.5%	4.5%
CS-1	\$32,767-\$40,278 (\$31,356-\$38,544)	\$34,242-\$42,091	\$35,783-\$43,985
CS-4	\$53,118-\$65,296 (\$50,831-\$62,484)	\$55,508-\$68,234	\$58,006-\$71,305

Shift Premium:

0-95¢-\$1.15. (Previously, 85¢ per hour worked between 6 p.m. and 6 a.m.)

Weekend
Premium:

\$1.15 (35¢) per hour worked.

Paid Vacation:

Effective April 1, 1992, 5 weeks after 17 (20) years of service. Effective April 1, 1993, 5 after 14.

Health and Welfare: Dental - Effective January 1, 1992, coverage is based on the 1990 (1989) ODA fee schedule. Effective January 1, 1993, the 1991 ODA fee schedule.

Severance Pay: In addition to other severance entitlement, maximum 24 weeks' salary for employee whose position has been abolished due to technical, operational or organizational changes and who elects to retire, or for employee whose retirement prevents another employee with 3 or more years' service who is performing the same function at the same location from being laid off. Service requirement under the existing provision for resignations may be waived and payment under this provision increased to a maximum of 52 weeks' salary for employee who resigns or whose resignation prevents another employee from being laid off (new).

ELECTRIC POWER, GAS AND WATER UTILITIES

Scarborough City Public Utilities Commission, Construction Unit #1 - Local 1, Utility Workers (CLC): A 24-month renewal agreement, effective from April 1, 1991 to March 31, 1993, covering 206 employees, settled at the bargaining stage. Duration of negotiations - 3 days.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
Increases		5.25%*	4.5%* less 1¢ per hour for Journeyman Lineman
Construction Clerk		\$15.69-\$16.36 (\$14.91-\$15.54)	\$16.40-\$17.10
Journeyman Lineman		\$23.48 (\$22.31)	\$24.53
SCADA Maintenance Analyst		\$23.91-\$24.82 (\$22.72-\$23.58)	\$24.99-\$25.94

Maximum rates for Construction Clerk and SCADA Maintenance Analyst are reached after 12 months.

* Additional increase to equal the percentage increase in the Toronto CPI from April 1991 to April 1992. Triggered at 6.26% increase in the CPI in the first year and 5.5% in the second.

Paid Lunch Period: One-half hour for non-shift employee. (Previously, 1 hour unpaid.)

Paid Rest Time (new):	Straight time hourly rate to a maximum of 6 hours' pay when rest time extends into normally scheduled hours for employee required to work 16 or more hours continuously in a 24-hour period, or who accumulates 16 hours of working time in any 24-hour period without a minimum 5 hour continuous break between 11 pm and 7 am.
Shift Premium:	0-50¢-50¢ (0-40¢-43¢).
Standby Pay:	4 (3) hours straight time pay on a normal 2-day weekend, plus an additional 2 (1 1/2) hours straight time pay for each additional 24 hour holiday occurring in conjunction with a normal week end.
Paid Vacation:	4 weeks after 9 (10) years of service.
Health and Welfare:	<u>Major Medical</u> - Coverage is extended to include \$20 per visit to a chiropractor following expiry of provincial coverage (new). <u>Vision</u> - Maximum claim is \$100 every 24 months and every 12 months for children. (Previously, \$100 per person every 24 months.) <u>Hearing (new)</u> - Maximum lifetime claim is \$500.
Meal Allowance:	\$8.50 (\$8) after 1 hour of overtime or 4 hours of call back or within 30 minutes of each additional 4 hours. Effective April 1, 1992, \$9.
Safety Boot Allowance:	\$100 (\$80) per year.

Toronto Electric Commissioners and Toronto Hydro-Electric System - Local 1, Canadian Union of Public Employees (CLC) (hourly rated and salaried employees): Two 24-month renewal agreements effective from February 1, 1991 to January 31, 1993, covering 1,100 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 1/91</u>	<u>Feb. 1/92</u>
	General Increases	5.25%*	4.5%*
	Additional Adjustments	Wage grid restructured	
	<u>Hourly</u>		
	Labourer	\$17.81 (\$16.92)	\$18.61
	Journeyman A (includes Lineman A)	\$23.40 (\$22.23)	\$24.45

Weekly Rates

35 hours per week

Clerk Grade 1	\$462.70-\$615.30 (\$418.25-\$584.50)	\$483.35-\$642.95
Technical Assistant Grade 3	\$947.80-\$1,056.30 (\$900.55-\$1,003.45)	\$990.15-\$1,103.90

Maximum rates for salaried employees reached on merit.

* Additional increase to equal the percentage increase in the Toronto CPI from December 1990 to December 1991. Triggered at 6.25% increase in the CPI in the 1st year and 5.5% in the 2nd.

Paid Lunch Period: 1/2 hour for non-shift employees working 40 hours per week (new).

Paid Vacation Leave: 4 weeks after 5 (6) years of service. Effective February 1, 1992, full year's vacation allowed in the year of retirement (Previously, only at normal retirement).

Bereavement Leave: 5 days' paid leave upon death of partner (new).

Special Leave: 3 days per year charged to sick leave to care for ill dependents. (Previously, 3 unpaid days or charged to vacation leave for children under 16 years of age.)

Paid Adoption Leave: 2 weeks at 93% of regular earnings plus and additional 15 weeks at the difference between 95% of regular earnings and the UIC benefit. (Previously, 4 weeks' paid leave.)

Paid Parental Leave: 2 days for employee whose spouse adopted or gave birth. (Previously, 2 days for father at birth.)

Health and Welfare: Coverage for benefits has been extended to include same sex partner unless prohibited by legislation (new).

LTD (new) - Employer pays 100% of premium costs. Benefit is 75% of basic monthly earnings to a maximum of \$3,000.

Major Medical - \$200 per year for Chiropractor, Osteopath, Chiropodist and Podiatrist (new).

Vision - Maximum claim is \$175 (\$150) per person every 2 years.

Continuation of Benefits - Employer pays 100% of the premium costs for medical and health benefits for 18 weeks of parental leave (new).

Continuation of Benefits for Survivors - Benefit coverage for hospital and medical services continues for 1 year after death of employee.

Safety Shoe Allowance: \$125-\$145 (\$100-\$120) based on classification.

RETAIL TRADE

Great Atlantic and Pacific Company of Canada Limited, Distribution Centre at Toronto - Local 414, Retail, Wholesale Employees (AFL-CIO/CLC) (full-time employees): A 24-month renewal agreement effective from October 14, 1990 to October 17, 1992, covering 600 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Oct. 14/90	Oct. 13/91
	General Increase	\$1.15	\$1.15
	Light Duty Warehouse 0-24 months	\$10.17-\$15.02 (\$9.02-\$13.87)	\$11.32-\$16.17
	Senior Stationary Engineer	\$19.16 (\$18.01)	\$20.31

Economic Adjustments: Eight quarterly payments of \$125 each (unchanged).

Saturday Premium (new): Effective February 16, 1991, 25¢ per hour.

Sunday Premium: Effective February 17, 1991, 60¢ (50¢) per hour.

Freezer Plant Premium: Effective February 17, 1991, 60¢ (50¢) per hour for freezer plant employees.

The following changes are effective March 1, 1991, unless otherwise stated.

Health and Welfare: LTD - Benefit is 70% of basic earnings to a maximum of \$2,100 (\$2,000) per month. Effective January 1, 1992, \$2,150.

Major Medical - Effective January 1, 1992, maximum annual claim is \$1,200 (\$1,000) to a maximum lifetime claim of \$10,000 (unchanged).

Vision - Maximum claim is \$100 (\$80) every 2 years.

Pension Plan: Basic Benefit - \$18 (\$17) per month per year of past service and \$28 (\$27) per month per year of future service. Effective January 1, 1992, \$29 per month per year of future service.

Survivor Benefit - 50% (40%) of employee's pension benefit.

Union Education Fund (new): Employer Contribution - Effective May 1, 1991, 1¢ per hour per employee. Effective January 1, 1992, 2¢.

EDUCATION AND RELATED SERVICES

Carleton Roman Catholic Separate School Board at Nepean - Occasional Teachers' Association (Ind.): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 365 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
	Increases	\$10 per day for Casual Occa- sional Teacher without a degree; \$7 for Teacher with a degree	\$7.21 per day for Teacher without a degree; \$7.20 for Teacher with a degree	\$5.89 per day for Teacher without a degree; \$7.25 for Teacher with a degree

Daily Rates*

Casual Occasional Teacher

Without a Degree	\$107 (\$97)	\$114.21	\$120.10
With a Degree	\$119 (\$112)	\$126.20	\$133.45

* Daily rates include holiday and vacation pay.

Long Term Occasional Teacher is a teacher who is employed for a period of 20 or more consecutive teaching days as a replacement for a teacher with a permanent, probationary or temporary contract, and receives in both years a daily rate in accordance with the current salary grid for full-time teachers under the Ontario English Catholic Teachers' Association agreement.

Payment in Lieu
of Fringe
Benefits:

Long-Term Occasional Teachers - \$25 per month after 3 months of continuous service. (Previously, after 4 months of continuous service received OHIP, major medical and life insurance coverage on the same basis as full-time teachers under the Ontario English Catholic Teachers' Association agreement.)

Dufferin-Peel Roman Catholic Separate School Board at Mississauga - Local 1483, Canadian Union of Public Employees (CLC) (maintenance, service and plant operations employees): A 24-month renewal agreement effective from October 1, 1990 to September 30, 1992, covering 540 employees, settled during a work stoppage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Oct. 1/90</u>	<u>Oct. 1/91</u>
	General Increases	6%	5.5%
	Skilled Trades Adjustments		25¢
	Assistant Custodian (Assistant Caretaker)	\$13.49-\$14.73 (\$12.73-\$13.90)	\$14.23-\$15.54
	Plumber	\$22.54 (\$21.26)	\$24.03
	Maximum rate for Assistant Custodian is reached after two 6-month increases.		
Overtime Pay:	Employee may request time off in lieu of premium pay to a maximum of 40 hours per year (new).		
Bereavement Leave:	1 (1/2) day's paid leave to attend funeral as pallbearer.		
Paternity Leave (new):	4 days' paid leave for birth or adoption of child.		
Emergency Leave:	Up to 10 days per year to be deducted from sick leave credits. Entitlement combined with bereavement leave. (Previously, 3 days with no deduction from sick leave or bereavement leave.)		
Health and Welfare:	Coverage extended to include unmarried children to age 21 (Previously, only unmarried children in full-time attendance at an educational institution to age 25.)		
	<u>Vision</u> - Maximum claim is \$200 (\$150) per year.		
Meal Allowance:	\$5 after 10 continuous hours (new).		
Mileage Allowance:	Prevailing Government of Ontario mileage rate for Southern Ontario. (Previously 25¢ per kilometre.)		
Clothing/Safety Shoe Allowance:	Effective June 1, 1991, after 1 year of service, \$245 (\$160) for maintenance employees, \$225 (\$140) for caretakers and \$125 (\$140) for cleaners.		

Technological Change (new): Employer pays the cost of training if new equipment is introduced or greater skills are required.

Frontenac County Board of Education at Kingston - Ontario Public School Teachers' Federation (Ind.) (elementary occasional teachers): A 36-month renewal agreement effective from January 1, 1991 to December 31, 1993, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
	Daily Rate	1/194	1/194	1/194
	Formula*			

Casual Occasional Teacher

Daily Rates**

Certified	\$144 (\$133)
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Uncertified	\$109 (\$101)
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Previous rates reflect increases of 5.5% on September 1, 1989, and 6% on September 1, 1990.

* Effective January 1, 1991, Certified rate is equal to 1/194 of full-time Level C (D) year 0 teacher rate. Non-certified rate is equal to 75% of Certified teacher rate.

** Daily rates include 4% vacation pay and \$4 per day in lieu of benefits.

Extended Occasional Teacher - Employed for a period of 15 consecutive days as a replacement for a teacher with a permanent or probationary contract, receives daily rate in accordance with the current salary grid for full-time teachers (unchanged). Effective September 1, 1991, 12 consecutive days.

Grey County Board of Education at Markdale - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 400 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	<u>Sept. 1/90*</u>
	Increase	5.93% for Teachers; 5.93%-6.18% for Principal and Vice-Principal

Teacher-Category A1 0-10 years	\$27,509-\$48,140 (\$25,968-\$45,444)
Teacher-Category A4 2-12 years	\$36,679-\$59,600 (\$34,625-\$56,262)
Vice-Principal 0-3 years	\$67,080-\$69,780 (\$63,172-\$65,872)
Principal 0-3 years	\$76,333-\$79,333 (\$71,890-\$74,890)

* Additional increase to equal the percentage increase in the CPI from September 1990 to August 1991, triggered at 10% and capped at 13%.

Responsibility
and Continuing
Education
Allowances: Increased by 5.93%.

Extra Degree
Allowance: Increased by 5.5%.

Paid Maternity/
Adoption
Leave: Wages equivalent to UIC benefit or 65% (50%) of regular wages
whichever is greater for the 2-week waiting period.

Health and
Welfare: Life Insurance - Employer pays 85% (80%) of premium costs.

Major Medical - Effective February 1, 1991, employer pays 90%
(85%) of premium costs.

Vision (new) - Maximum claim is \$150 per year if under 18 years
of and \$200 every 2 years if over 18.

Dental - Coverage is based on the 1988 (1987) ODA fee schedule.
Plan is extended to include major restorative services with a
maximum annual claim of \$2,000 on a 50%-50% co-insurance basis
(new). Effective February 1, 1991, employer pays 75% (65%) of
premium costs.

London City Board of Education - Ontario Secondary School Teachers' Federation
(Ind.): A 24-month renewal agreement effective from September
1, 1990 to August 31, 1992, covering 1,059 employees, settled
with mediation assistance. Duration of negotiations -
11 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>	<u>Sept. 1/91</u>
General Increases		5%	1.2%	5.5%*

Teacher- Category 1 0-10 years	\$26,309-\$44,553 (\$25,056-\$42,431)	\$26,625-\$45,088	\$28,089-\$47,567
Teacher- Category 4 0-10 years	\$32,191-\$59,029 (\$30,658-\$56,216)	\$32,577-\$59,735	\$34,369-\$63,021
Vice- Principal and Programme Supervisor 0-2 years	\$66,662-\$70,334 (\$63,488-\$66,985)	\$67,463-\$71,178	\$71,173-\$75,093
Principal 0-3 years	\$73,331-\$78,840 (\$69,839-\$75,086)	\$74,211-\$79,788	\$78,293-\$84,174

Previous rates reflect .1% conditional wage adjustment during the previous agreement.

* Additional increase to equal the percentage increase in the CPI from April 1991 to April 1992. Triggered at 5.5% and capped at 7%. Folded into wages in June 1992.

Responsibility Allowances: Increased in accordance with the general salary increases.

Summer School - Effective February 1, 1991, increased in accordance with general increases.

Night School - Vice-Principal, \$3,571 (\$3,398) per year. Effective February 1, 1991 and September 1, 1991, \$3,609 and \$3,807 respectively.

Extra Degree Allowances: \$985 (\$936). Effective September 1, 1991, \$1,040.

Health and Welfare: LTD - Waiting period reduced to 6 months (1 year).

Vision - Maximum claim is \$200 (\$150) every 2 years.

Severance Pay (new): \$3,000 lump sum plus interest for each teacher hired after January 1, 1978 with 10 or more years of service.

London City Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (secondary occasional teachers): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 375 employees, settled at the conciliation officer stage. Duration of negotiations - 12 months.

Wages: Effective Sept. 1/89 Sept. 1/90

Increases*	5% for all employees	5% for Casual Occasional Teacher; 6.7% for Continuing Occa- sional Teacher*
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Daily Rates**

Casual Occasional Teacher	\$125.16 (\$119.20)	\$131.55
Continuing Occasional Teacher		
Category A1 0-10 years	\$125.16-\$211.86 (\$119.20-\$201.80)	\$133.52-\$224.62
Category A4 0-10 years	\$153.14-\$280.84 (\$145.84-\$267.34)	\$163.37-\$297.57

* Increase in maximum rates for Continuing Occasional Teacher include a daily allowance for each year of experience.

** Daily rates include 4% vacation pay.

NOTE: Continuing Occasional Teacher is a teacher who is employed for a period beyond 10 days in the same assignment.

The following provisions apply to continuing occasional teachers unless specified otherwise.

Bereavement Leave (new):	Up to 3 days' paid leave upon death of spouse, parent, child, guardian, brother, sister, mother/father/daughter/son-in-law, aunt, uncle and sister/brother-in-law for teacher on an assignment of 40 or more working days.
Jury Duty (new):	Summoned employee receives the difference between regular daily wages and fees received.
Sick Leave:	2 (1) days for every 20 days of continuous employment in an assignment.

Muskoka Board of Education at Bracebridge - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 350 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>
	Increases	3.25%	3.25%, except 1.5% for Category A4 maximum

Teacher-Category D 0-5 years	\$20,355-\$29,977 (\$19,714-\$29,033)	\$21,017-\$30,951
Teacher-Category A1 0-10 years	\$27,609-\$47,485 (\$26,740-\$45,990)	\$28,506-\$49,028
Teacher-Category A4 0-13 years	\$31,455-\$57,561 (\$30,465-\$55,749)	\$32,477-\$58,432

Effective	<u>Sept. 1/91</u>	<u>Feb. 1/92</u>
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Increases	3%, except 4.76% for Category A4 maximum	2.75%
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Teacher-Category D	\$21,648-\$31,880	\$22,243-\$32,757
Teacher-Category A1	\$29,361-\$50,499	\$30,168-\$51,888
Teacher-Category A4	\$33,451-\$61,215	\$34,371-\$62,898

Responsibility Allowances:	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>
Principal	\$11,536 (\$11,000)	\$12,041
Vice-Principal	\$5,768 (\$5,500)	\$6,020

Extra Degree Allowance: Masters \$1,100 (\$962); Doctorate \$1,450 (\$1,277).

Paid Maternity/Adoption Leave (new): 60% of weekly salary to a maximum of \$365 per week during 2 week UIC waiting period.

Health and Welfare: Dental - Employer pays 80% (60%) of the premium costs. Effective September 1, 1991, 100%.

Survivor Benefit - Employer pays 100% (60%) of the premium costs to provide an income based on 25% of the salary at the time of death.

Travel Allowance: Maximum \$2,400 (\$2,000) per year if work location is 28 kilometres or more from home location.

Waterloo Region Roman Catholic Separate School Board at Kitchener - Local 2512, Canadian Union of Public Employees (CLC) (office, clerical, technical and paraprofessional employees): A 24-month renewal agreement effective from September 1, 1990 to August 3, 1992, covering 300 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Mar. 15/91</u>	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	\$1.00	50¢	
	Pay Equity Adjustments			66¢-\$1.09 depending on classification
	Level 1 (includes Lunch Hour Supervisor)	\$12.21-\$13.18 (\$11.21-\$12.18)	\$12.71-\$13.68	\$13.68-\$14.64
	Level V (includes Elementary School Secretary)	\$14.71-\$15.68 (\$13.71-\$14.68)	\$15.21-\$16.18	\$15.94-\$16.90
	Level VI (includes Computer Operator)	\$14.94-\$15.91 (\$13.94-\$14.91)	\$15.44-\$16.41	\$16.11-\$17.07

Maximum rates reached after four 6-month increases.

Previous rates reflect pay equity adjustments of \$3.31-\$3.11 for Level 1, for Level V, \$1.49-\$1.29 and for Level VI, \$1.24-\$1.04.

Paid Graduation Leave (new): Up to 1 day's paid leave to attend a post-secondary graduation for employee, spouse or child.

Sick Leave: 24 (20) days per year with a maximum accumulation of 240 (200) days, for employee who works 35 hours per week and a minimum of 4 weeks in July and August.

Health and Welfare: Life Insurance and AD & D - Benefit is \$50,000 (\$25,000).

Major Medical and Dental - Coverage extended to employee working less than 35 hours per week. Employer pays pro-rated premium costs according to hours worked (new).

Windsor Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary and secondary school teachers): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 1,125 employees, settled at the post fact-finder bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>
	General Increases	5.5%	5%

Teacher-Category D 0-10 years	\$20,667-\$34,554 (\$19,590-\$31,759)	\$21,700-\$36,282
Teacher-Category A1 0-11 years	\$27,565-\$48,910 (\$26,128-\$46,366)	\$28,943-\$51,356
Teacher-Category A4 0-11 years*	\$34,271-\$59,000 (\$32,484-\$55,346)	\$35,985-\$61,950

* Effective February 1, 1991, 0-12 years.

Responsibility Allowances:	Increased in accordance with the general salary increases.
Health and Welfare:	<p><u>Vision</u> - Maximum claim is \$125 (\$100) per person every 2 years.</p> <p><u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule. Maximum claim for restorative services is \$1,500 (\$1,000) per person per calendar year.</p>

HEALTH AND WELFARE SERVICES

Baycrest Centre and Jewish Home for the Aged at Toronto - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from October 11, 1989 to October 10, 1991, covering 818 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 18 months.

Wages:	Effective	Oct. 11/89	Jan. 1/90	Oct. 11/90
General Increases		8%		7%
Pay Equity Adjustments			10.20¢-40.01¢ per hour depending on classification	
Housekeeping Aide 0-1 year	\$12.06-\$12.33 (\$11.17-\$11.42)	\$12.2018-\$12.4718	\$13.0560-\$13.3449	
R.N.A. 0-2 years	\$13.45-\$13.72 (\$12.45-\$12.70)	\$13.8607-\$14.1307	\$14.8310-\$15.1199	
Air Cond. & Refrig. Engineer 0-1 year	\$15.95-\$16.24 (\$14.77-\$15.04)			\$17.07-\$17.38

Paid Vacation: Full-time - Effective October 11, 1990, 3 weeks after 2 (3) years of service and 4 after 5 (8).

Part-time - Effective October 11, 1990, 6% after 3,450 (5,175) hours of service and 8% after 8,625 (13,800).

Meal Allowance: Full-time - \$5 (\$4) after 3 hours of overtime.

Part-time - \$5 after 3 hours of overtime (new).

Other terms of settlement are similar to those reported for Toronto East General Hospital and Service Employees, Local 204 (service workers) in the November 1990 report.

Hogarth-Westmount Hospital at Thunder Bay - Local 268, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from October 11, 1989 to October 10, 1991, covering 333 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 16 months.

Wages:	Effective	<u>Oct. 11/89</u>	<u>Oct. 11/90</u>
General Increases		8%	7%
Housekeeping Aide 0-2 years		\$12.014-\$12.187 (\$11.124-\$11.284)	\$12.855-\$13.04
R.N.A. 0-2 years		\$13.442-\$13.706 (\$12.446-\$12.691)	\$14.383-\$14.665
Residential Counsellor II 0-2 years		\$13.846-\$14.504 (\$12.820-\$13.430)	\$14.815-\$15.519

Uniform Allowance (part-time): \$40 per year (new).

Other terms of settlement are similar to those reported for Toronto East General Hospital and Service Employees, Local 204 (service workers) in the November 1990 report.

Metropolitan General Hospital at Windsor - Local 210, Service Employees International (AFL-CIO/CLC) (full-time, part-time and casual service employees): A 24-month renewal agreement effective from April 1, 1989 to March 31, 1991, covering 247 employees, settled by arbitration. Duration of negotiations - 20 months.

Wages:	Effective	<u>Apr. 1/89</u>	<u>Apr. 1/90</u>
General Increases		8%	7%

Full-time Employees

Aide II	\$11.164-\$11.557 (\$10.337-\$10.701)	\$11.945-\$12.366
Orderly	\$12.356-\$12.931 (\$11.441-\$11.973)	\$13.221-\$13.836
Landscaper	\$12.758-\$13.432 (\$11.813-\$12.437)	\$13.651-\$14.372

Maximum rates are reached after 1 year.

Paid Holidays (full-time): Effective June 1, 1991, second Monday in June is added for a total of 12 (11) days.

Paid Vacation: Full-time - 3 weeks after 2 (3) years of service, 4 after 5 (8), 5 after 15 (17) and 6 after 25 (new).

Casual - 3 weeks at 6% after 3 years of service (new).

Bereavement Leave (full-time): Up to 3 (1) days' paid leave upon death of grandparent and grandchild and 3 days for son-in-law, daughter-in-law, brother-in-law, and sister-in-law (new).

Health and Welfare: Vision (new) - Effective March 1, 1991, employer pays 100% of premium costs. Maximum claim is \$90 per person every 2 years.

Wellesley Hospital at Toronto - Local 204, Service Employees International (AFL-CIO/CLC) (clerical employees): A 24-month renewal agreement effective from October 1, 1990 to September 30, 1992, covering 316 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/90</u>	<u>Oct. 1/91</u>
General Increases		8%	7%
Additional Adjustments		Some classifications are added	
Grade 2 (includes File Clerk)		\$11.24-\$12.24 (\$10.41-\$11.33)	\$12.03-\$13.09
Grade 9 (includes Maintenance Planner)		\$13.74-\$14.90 (\$12.72-\$13.80)	\$14.70-\$15.95

Maximum rates are reached after 3 years.

Charge Duties Premium: 45¢ (25¢) per hour.

Acting Pay: Employee temporarily assigned to a classification outside the bargaining unit for more than 1 day receives the equivalent of the next higher step in the range of own classification or 43¢ per hour, whichever is greater. If assignment is 6 weeks or more, employee receives appropriate rate in the assigned classification. (Previously, 43¢ per hour for the duration of assignment that lasts one-half a shift or more.)

Paid Medical Leave: Leave to attend required medical examinations. (Previously, only for initial required medical examination.)

Techological Change: Employer pays the cost of eye examinations every 6 (12) months for employee regularly assigned to use a video display terminal more than 4 hours per day.

Remaining terms of settlement are similar to those reported for Toronto East General Hospital and Service Employees, Local 204 (service employees) in the November 1990 report.

Windsor Western Hospital Centre Inc., I.O.D.E. Unit - Local 210, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): A 36-month renewal agreement effective from April 1, 1989 to March 31, 1992, covering 225 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 21 1/2 months.

Wages:	Effective	<u>Apr. 1/89</u>	<u>Apr. 1/90</u>	<u>Apr. 1/91</u>
General Increases		8%	7%	5.25%
Skilled Trades Adjustments				50¢ for Carpenter Painter and Plasterer
Additional Adjustments	Wheelchair Maintenance Helper, Plasterer and part-time House-keeper classi-fications added			33.2¢ for Cook Certified
Housekeeping Helper	\$11.165-\$11.558 (\$10.338-\$10.702)	\$11.947-\$12.367	\$12.574-\$13.017	
Orderly	\$12.288-\$12.927 (\$11.378-\$11.969)	\$13.148-\$13.831	\$13.839-\$14.558	
Carpenter Painter-Maintenance	\$12.847-\$13.598 (\$11.895-\$12.591)	\$13.746-\$14.550	\$14.968-\$15.814	

Maximum rates are reached after 1 year.

The following provisions are effective February 21, 1991, unless specifically stated otherwise.

Paid Holidays:	Effective April 1, 1991, the second Monday in June is added for a total of 12 (11) days per year.
Paid Vacation:	Effective in the 1991 vacation year, 3 weeks after 2 (3) years of service, 4 after 5 (8), 5 after 15 (17) and 6 after 25 (new).
Bereavement Leave:	Up to 3 (1) days' paid leave upon death of grandparent and grandchild, and 1 day for step-sister/brother (new).
Paid Maternity Leave (new):	Maximum 15 weeks at the difference between 75% of wages and the UIC benefit, paid after a 2-week waiting period.
Sick Leave:	Maximum accumulation of 200 (150) days.
Health and Welfare:	<u>Vision</u> - Effective April 1, 1991, maximum claim is \$90 (\$60) per person every 2 years.

Metropolitan Toronto Association for Community Living, Residential Services and Vocational and Industrial Services - Local 2191, Canadian Union of Public Employees (CLC) (full-time and part-time employees):
Three 12-month renewal agreements effective from July 1, 1990 to June 30, 1991, covering 700 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>July 1/90</u>	<u>Sept. 1/90</u>
	General Increases	Average 5.25%	5% non-compounded on rates in effect March 31, 1991
	Additional Adjustments	Minor restructuring of wage schedule	
	<u>Annual Rates</u> Full-time		
	<u>Residential Services</u>		
	0-4 years		
	Residential Counsellor I	\$18,160-\$20,883 (\$17,588-\$19,168)	\$19,039-\$21,842

Residential Counsellor III	\$25,716-\$29,575 (\$24,101-\$27,717)	\$26,922-\$30,961
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Vocational and
Industrial Services

0-4 years

Instructor II	\$23,158-\$26,631 (\$22,429-\$25,797)	\$24,279-\$27,921
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Vocational Counsellor III	\$31,273-\$35,965 (\$30,595-\$35,185)	\$32,803-\$37,724
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Previous rates reflect adjustments of 4% to 12.25%.

The following provisions apply to full-time employees only.

Paid Vacation: Effective February 19, 1991, 4 weeks after 6 (7) years of service.

Bereavement Leave: Effective February 19, 1991, minimum of 3 days' paid leave, and up to 10 days' paid leave at the discretion of the employer upon the death of same sex spouse, or parent/sibling of same sex spouse (new).

Health and Welfare: Vision Care - Effective March 1, 1991, maximum claim is \$150 (\$100) every 2 years.

Dental Plan - Effective March 1, 1991, coverage is based on the 1989 (1988) ODA fee schedule.

Car Insurance Allowance (new): Effective March 1, 1991, \$10 per month for employee's personal car insurance if on employer business, and if travelling in excess of 1,000 kilometres a month over a three-month period.

Meal Allowance: Effective February 19, 1991, \$8 (\$6) per meal while away on employer business for Residential Services employees, and \$8 for Vocational and Industrial Services employees (new).

Mileage Allowance: Effective March 1, 1991, 27¢ (26¢) per kilometre.

Central Negotiating Committee: Effective February 19, 1991, 100% (75%) of regular rate for up to 7 (10) union negotiating committee representatives when negotiating renewals of the collective agreement.

Job Training Allowance (new): A 12-month training period at 95% of the start rate for Residential Counsellor II, Training Counsellor or Instructor II classifications.

Niagara Regional Municipality, Homes for Senior Citizens at Niagara Falls, Port Colbourne, St. Catharines and Welland - Local 1263, Canadian Union of Public Employees (CLC) (full-time and part-time service employees): A 24-month renewal agreement effective from October 1, 1989 to September 30, 1991, covering 800 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 15 months.

Wages:	Effective	<u>Oct. 1/89</u>	<u>Apr. 1/90</u>
General Increases		80¢	20¢
Housekeeping Aide		\$10.88-\$11.09 (\$10.08-\$10.29)	\$11.08-\$11.29
Recreationist I		\$13.77-\$15.12 (\$12.97-\$14.32)	\$13.97-\$15.32

	<u>Oct. 1/90</u>	<u>Apr. 1/91</u>
General Increase	80¢	15¢
Additional Adjustment	31¢ to qualified RNA with completed medication course	
Housekeeping Aide	\$11.88-\$12.09	\$12.03-\$12.24
Recreationist I	\$14.77-\$16.12	\$14.92-\$16.27

Maximum rates are reached after one 6-month increase.

Shift Premium: 0-50¢-50¢ (0-45¢-45¢).

Paid Holidays: Heritage Day is added for a total of 12 (11) days.

Bereavement Leave: 3 (1) days' paid leave upon death of grandchild.

Paid Maternity Leave (new): Maximum 15 weeks at the difference between 75% of wages and the UIC benefit, paid after a 2-week waiting period for employee with 36 months of service.

Health and Welfare: Life Insurance - Employer pays 100% of premium costs for employee scheduled for 32 or more hours per week and 66 2/3% for less than 32 hours but more than 16. Benefit is 1 1/2 times annual basic salary rounded to the next \$500. (Previously, applied only full-time employees.)

Semi-Private Hospitalization, Major Medical, Vision, Hearing and Dental - Employer pays 100% of premium costs for employee scheduled for 32 or more hours per week; 66 2/3% for less than 32 hours but more than 16 and 12% in lieu of benefits for 16

hours or less. (Previously, 100% for full-time, 66 2/3% for 24 or more hours and 12% in lieu for less than 24 hours.)

Vision - Maximum claim is \$125 (\$100) per year.

Hearing - Maximum claim is \$600 (\$300) per year.

Dental - Coverage continues to be based on the previous year's ODA fee schedule. Effective July 1, 1990, plan extended to include orthodontics, caps and crowns to a maximum lifetime claim of \$1,500 on a 50%-50% co-insurance basis (new).

Continuation of Benefits - Employer continues to pay applicable premium costs for full-time and part-time employees to a maximum 2 months following expiration of sick leave (new).

FEDERAL ADMINISTRATION

National Research Council of Canada at Ottawa - Professional Institute (Ind.):

A 13-month renewal agreement effective from June 13, 1990 to July 19, 1991, covering 824 Ontario employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>June 13/90</u>
	General Increase	5.48%
	<u>Annual Rates</u>	
	Junior Research	\$28,099-\$34,515
	Officer/Research	(\$26,639-\$32,722)
	Council Officer 1	
	Principal Research	\$80,529-\$86,438
	Officer/Research	(\$76,345-\$81,947)
	Council Officer 5	

Maximum rates are reached on merit.

The following provisions are effective February 22, 1991.

Paid Vacation: 6 weeks after 30 years of service (new).

Flying Allowance: \$100 (\$80) per month.

Field Survey Allowance: \$350 (\$325) per month.

Severance Pay: 1 week's pay per year of service to a maximum of 30 (28) weeks' pay for eligible retiree and employee who dies. Pro-rated for partial final year of service (new).

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (NUPGE) (CLC) (general operational services category): A 12-month renewal agreement effective from January 1, 1991, to December 31, 1991, covering 3,169 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Jan. 1/91</u>
	General Increase	5.8%
	Additional Adjustments	3% for Butcher and Baker 1 and 2; 2% for Clerk, Supply, 1-7

Hourly Rates

Cleaner 1	\$14.15-\$14.33
40 hours per week	(\$13.37-\$13.54)
Clerk 2, Supply	\$14.40-\$14.92
40 hours per week	(\$13.35-\$13.83)

Weekly Rates

Area Supply Supervisor	\$820.73-\$873.77
Bargaining Unit	(\$775.74-\$825.87)
36 1/4 hours per week	

Previous rate for Cleaner 1 reflects a pay equity adjustment of 78¢ effective December 30, 1990.

Maximum rates are reached on merit in semi-annual steps for Cleaner 1 and Clerk 2, Supply, and in annual steps for Area Supply Supervisor.

LOCAL ADMINISTRATION

Thunder Bay City Board of Commissioners of Police - Police Association (Ind.) (police officers and civilians): A 24-month renewal agreement effective from January 1, 1990 to December 31, 1991, covering 250 employees, settled by arbitration. Duration of negotiations - 13 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>July 1/90</u>	<u>Jan. 1/91</u>
	Increases	5.5% for Police Officers; 6% for Civilians	2% for Police Officers	5.25*

Annual Rates
Police Officers

Constable 4th Class- Level II	\$30,394.51 (\$28,809.96)	\$31,002.40	\$32,630.02
Constable 1st Class	\$45,364.94 (\$42,999.94)	\$46,272.24	\$48,701.53
Superintendent	\$68,047.41 (\$64,499.91)	\$69,408.35	\$73,052.29

* Effective May 1, 1991, increase equal to percentage increase in the CPI from April 1990 to April 1991, triggered at 5.25% and adjusted quarterly for the duration of the collective agreement.

Health and
Welfare:

Life Insurance and AD & D - Effective April 1, 1991, employer pays 100% of premium costs. Benefit is 2 times annual earnings, rounded to the next higher \$1,000, for life insurance and four times annual earnings, with similar rounding, for AD & D. (Previously, \$30 per month per eligible employee to plan maintained by Police Association.)

Life Insurance for Retirees (new) - Benefit is \$2,000.

Addenda

January 1991 Settlements

TRANSPORTATION EQUIPMENT

Lear Seating Canada Ltd., previously Lear Siegler Industries Limited at Kitchener - Local 1524, Canadian Auto Workers (CLC): Two 36-month renewal agreements effective from January 1, 1991 to December 31, 1993, covering 669 employees, settled at the post conciliation bargaining stage and ratified in January 1991. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	Increases:			
	Office	3%	2%	2%
	Plant			
	Non-incentive	50¢	50¢	50¢
	Incentive*	30¢	30¢	30¢

Skilled Trades Adjustments	67¢	11¢	24¢
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COLA Fold-in	\$1.72		
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Additional Adjustments	Major restructuring of Incentive wage system, and some re-classifications		
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Pay Equity Adjustments	9¢ for Incentive Job Classes 200 and 300		
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Non-incentive

Tagmaker	\$17.29 (\$14.98)	\$17.79	\$18.29
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Tool and Die Maker	\$21.53 (\$18.64)	\$22.14	\$22.88
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* Payable as an "add-on".

COLA: \$1.72 COLA was generated during the previous agreement. \$1.72 is folded into wages leaving no float.

1¢ per 0.1 point increase in the CPI - 1981=100, using the September 1990 as the base index. Adjusted quarterly. The first 17¢ is diverted to fund benefits. Effective January 1993, 1¢ per 0.73 point increase in the CPI - 1986=100. (Previously, a total of 31¢ was diverted.)

The following provisions apply to plant employees only.

Shift Premium: 0-6%-8% (unchanged).

Paid Holidays: 2 additional floating days are added for a total of 18 (16) days per year.

Vacation Bonus (new): Effective July 1, 1991, maximum \$100 per employee. Effective July 1, 1992 and 1993, \$300 and \$500 respectively.

Health and Welfare: Life Insurance - Benefit is \$30,000 (\$27,500). Effective January 1, 1992 and 1993, \$31,000 and \$32,000 respectively.

Life Insurance for Retirees - Benefit is \$4,000 (\$3,500).

AD & D - Benefit is \$25,500 (\$23,725). Effective January 1, 1992 and 1993, \$26,000 and \$26,500 respectively.

Weekly Indemnity - Maximum benefit is \$408 (\$380). Effective January 1, 1992 and 1993, \$430 and \$450 respectively.

LTD - Maximum benefit is \$1,200 (\$1,125) per month for disabilities in 1991. Effective January 1, 1992 and 1993, \$1,250 and \$1,300 respectively. Minimum \$1,000 (\$900) per month for current recipients.

Major Medical - Coverage extended to include hair pieces for hair loss due to Alopecia Areata, portable toilets and Out of Province coverage (new).

Hearing - Maximum claim is \$750 (\$500) per person every 3 years.

Vision - Maximum claim is \$170 (\$160) per person every 2 years. Effective January 1, 1992 and 1993, \$180 and \$190 respectively.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Maximum lifetime orthodontic claim is \$1,500 (\$1,250).

Pension Plan:

Transition/Bridging Survivor Benefit - Maximum \$500 (\$475) per month unreduced for surviving spouse with dependent child or for dependent child without parents. Effective January 1, 1992, \$525.

Worker Security
Program (WSP)
(new):

In the event of permanent job loss due technological change, product change or partial plant closure, employees with 5 years of service are eligible for the following benefits:

Early Retirement - Employee with more than 30 years of service may retire with accrued entitlement, and will not be eligible for severance pay.

Severance Pay - Lump sum payments of \$8,200-\$45,000 depending on years of service for partial plant closure and \$16,800-\$55,000 for total plant closure.

Safety Shoe
Allowance:

Maximum \$75 per year plus 40% of the cost of an additional pair. (Previously, 40% of factory list price.)

Paid Union
Education
Leave:

Employer Contribution - 2¢ (1¢) per hour paid per employee.

Prepaid Legal
Services Plan:

Employer Contribution - 9¢ (5¢) per straight time hour worked.

Lear Seating of Canada Ltd. at Whitby - Local 222, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from January 1, 1991 to December 31, 1993, covering 650 employees, settled at the post conciliation bargaining stage and ratified in January 1991. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
General Increases		\$1	40¢	40¢
Skilled Trades Adjustments		68¢	7¢	36¢
COLA Fold-in		\$1.58		
Material Handler		\$15.93 (\$13.35)	\$16.33	\$16.73
Maintenance Technologist		\$22.61 (\$19.35)	\$23.08	\$23.84
COLA:	1¢ per 0.1 point increase in the CPI - 1981=100, using the September 1990 as the base index. Adjusted quarterly. The first 17¢ is diverted to fund benefits. Effective January 1993, 1¢ per 0.73 point increase in the CPI - 1986=100. (Previously, a total of 21¢ was diverted.)			
Shift Premium:	60¢ (50¢) per hour for all hours worked between 6 p.m. and 2.30 a.m. Monday through Thursday and between 4.30 p.m. and 1 a.m. on Friday. Effective January 1, 1992 and 1993, 70¢ and 80¢ respectively.			
Paid Holidays:	2 additional floating holidays are added for a total of 16 (14) days per year.			
Vacation Bonus: (new):	Maximum \$100 per employee. Effective January 1, 1992 and 1993, \$300 and \$500 respectively.			
Health and Welfare:	<u>Life Insurance</u> - Benefit is \$16,000 (\$13,500). Effective January 1, 1992 and 1993, \$18,000 and \$20,000 respectively. <u>AD & D</u> - Benefit is \$11,000 (\$6,750). Effective January 1, 1992 and 1993, \$13,000 and \$15,000 respectively. <u>LTD (new)</u> - Maximum benefit is \$700 per month. Effective January 1, 1992 and 1993, \$750 and \$800 respectively. <u>Major Medical</u> - Coverage extended to include hair pieces for hair loss due to Alopecia Areata, portable toilets and Out of Province coverage (new). <u>Hearing</u> - Maximum claim is \$750 (\$500) including repairs. <u>Vision (new)</u> - Maximum claim is \$170 every 2 years. Effective January 1, 1992 and 1993, \$180 and \$190 respectively. <u>Dental</u> - Maximum lifetime orthodontic claim is \$1,500 (\$1,250).			
Pension Plan:	<u>Basic Benefit</u> - \$8 (\$6) per month per year of service. Effective January 1, 1992 and 1993, \$11 and \$14 respectively.			

Safety Shoe Allowance: Maximum \$75 (\$50) per year.

Paid Union Education Leave: Employer Contribution - 2¢ (1¢) per hour paid per employee.

TRANSPORTATION

ULS International Inc. at Toronto - Local 401, Railway, Transport and General Workers (CLC): A 36-month renewal agreement effective from April 1, 1990 to March 31, 1993, covering 200 Ontario employees, settled at the bargaining stage and ratified in January 1991. Duration of negotiations - 12 months.

Wages:	Effective	<u>Apr. 1/90</u>	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
	General Increases	4.5%*	5.5%	5.5%***
	Additional Adjustments**			
	Porter	\$11.74 (\$8.79)	\$12.39	\$13.07
	Chief Cook	\$16.85 (\$12.63)	\$17.78	\$18.76

* Applies to premium pay only.

** Effective April 1, 1990, 33.4% accumulated leave pay folded into basic rates. (Previously, paid separately.)

*** Additional increase to equal the percentage increase in the CPI, from April 1991 to March 1992. Triggered at 5.5% and capped at 7%.

Overtime Pay: Applicable overtime rate after 8 hours per day for steward department employees (new).

Transportation Allowance: Employer pays full transportation costs to and from main residence once per year for vacation and lay-up periods and for one way upon completion of navigation season. (Previously, maximum \$400 per season). Minimum \$50 entitlement for temporary relief employee (new).

Mileage Allowance: 28¢ (27¢) per land km. Effective April 1, 1991 and 1992, 29¢ and 30¢ respectively.

Clothing Allowance: \$35 (\$25) twice per year for coveralls for cargo maintenance employees on self-unloading vessels.

COMMUNICATION

Bell Canada, Ontario, Quebec and Northwest Territories - Communications-Electrical Workers (CLC) (operator services and dining service, and craft and services employees): Two 33-month renewal agreements effective from February 11, 1991* to November 30, 1993, with wages retroactive to December 1, 1990, for craft and services; effective from February 11, 1991 to November 24, 1993, with wages retroactive to November 25, 1990 for operator services and dining service, covering 12,652 Ontario employees. Settled at the bargaining stage and ratified in January 1991. Duration of negotiations - 4 months.

* Previous agreement for Operator Services and Dining Service expired November 24, 1990 and for Craft and Services, November 30, 1990.

Wages:

Operator Services and Dining Service

Effective	<u>Nov. 25/90</u>	<u>Nov. 25/91</u>	<u>Nov. 25/92</u>
General Increases*	5.5%	5.4%	5.4%
Additional Adjustments	\$5 for maximum rates-operator services		

Weekly Rates

Dining Service Attendant	\$335.25-\$418.48 (\$317.77-\$396.66)	\$353.35-\$441.08	\$372.43-\$464.90
Operator	\$357.97-\$577.80 (\$339.31-\$542.94)	\$377.30-\$609.00	\$397.67-\$641.89

Craft and Services

Effective	<u>Dec. 1/90</u>	<u>Dec. 1/91</u>	<u>Dec. 1/92</u>
General Increases*	5.5%	5.4%	5.4%
Wage Schedule 6 (Inquiry Desk Attendant)	\$335.51-\$461.07 (\$318.02-\$437.03)	\$353.63-\$485.97	\$372.73-\$512.21
Wage Schedule 1 (includes Craft Technician)	\$441.59-\$868.71 (\$418.57-\$823.42)	\$465.44-\$915.62	\$490.57-\$965.06

Maximum rates are reached after 18 months for Dining Service Attendant, after 42 months for Operator, after 24 months for Desk Attendant, and after 60 months for Craft Attendant.

* Effective September 1, 1992 and 1993, additional increases to equal the percentage increase in the CPI, from June 1991 to June 1992 and from June 1992 to June 1993. Triggered at 6.4%.

Daily Tour/ Off-Period Differential:	Increased by 6% in the first contract year. Effective July 1, 1992 and 1993, 5% in each year respectively.
Paid Vacation:	5 weeks after 18 (20) years of service.
Bereavement Leave:	3 days' paid leave upon death of grandchild (new).
Paid Maternity Leave:	<u>Supplemental Pregnancy Allowance Plan</u> - Maximum \$1,440 (\$1,150) for duration of leave.
Health and Welfare:	<u>LTD</u> - Maximum benefit is 66 2/3% of basic salary. (Previously, 66 2/3% of the first \$15,000 and 50% thereafter.) <u>LTD Indexing</u> - Benefit increased by 2% in each calendar year for employee under age 65, and 60% of the increase in the CPI to a maximum of 4% for employee over age 65. <u>Continuation of Benefits</u> - Benefit coverage for Major Medical, Vision and Dental continues during the period of disability for employee on LTD. (Previously, benefits were integrated with Bell pension.) <u>Dental</u> - Coverage is based on the 1989 (1986) ODA fee schedule. Effective January 1, 1993, the 1990 ODA fee schedule.
Travel Allowance:	Increased by 6%. Effective July 1, 1992 and 1993, increased by 5% respectively.
Per Diem Allowance:	\$37 (\$35.15) per calendar day. Effective January 1, 1992 and 1993, \$38.50 and \$40 respectively.
Meal Allowance:	\$7.45 (\$7.10) for breakfast, \$9.95 (\$9.45) for lunch and \$19.60 (\$18.60) for dinner. Effective January 1, 1992, \$7.80, \$10.35 and \$20.35 respectively. Effective January 1, 1993, \$8.10, \$10.75 and \$21.15 respectively.
Safety Footwear Allowance:	Maximum \$110 per year for safety boots for line technician (new) and \$90 (\$80) per year for other employees. \$55 (\$50) per year for safety shoes.
Northern Service Allowance (Craft and Services Employees):	\$175 per week for single/family, and local plans for locations north of the 55th parallel, and \$150 per week for locations south of the 55th parallel. (Previously, \$130 for single/family and \$100 local plans north of the 55th parallel, Services and \$115 and \$85 respectively south of the 55th parallel.)

Living Conditions Allowance - \$10 (\$8) per night.

EDUCATION AND RELATED SERVICES

Wentworth County Board of Education at Ancaster - Ontario Secondary School

Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 430 employees, settled with mediation assistance and ratified in January 1991. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>	<u>Sept. 1/91</u>
Increases		5% for teachers; 5.7% for Principal and Vice-Principal	.75%	5.5%* for teachers; 5.7% for Principal and Vice-Principal
Teacher- Category 1 0-11 years		\$27,834-\$46,507 (\$26,383-\$44,082)	\$28,043-\$46,856	\$29,585-\$49,433
Teacher- Category 4 0-11 years		\$33,387-\$59,414 (\$31,646-\$56,317)	\$33,637-\$59,860	\$35,487-\$63,152
Vice- Principal 0-2 years		\$66,156-\$70,165 (\$62,557-\$66,357)	\$66,652-\$70,691	\$70,476-\$74,737
Principal 0-3 years		\$71,166-\$79,181 (\$67,306-\$74,903)	\$71,700-\$79,775	\$75,802-\$84,321

* Effective August 31, 1992, additional increase to equal the percentage increase in the Ontario CPI from April 1991 to April 1992. Triggered at 5.5% and capped at 7%.

Responsibility Allowances: Increased in accordance with the general increases.

Health and Welfare: Vision - Effective February 1, 1991, maximum claim is \$175 (\$120) every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Effective September 1, 1991, plan extended to include dentures and major restorative services on a 50%-50% co-insurance basis (new).

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Industrial Relations Division
Office of Collective Bargaining Information

COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO



MARCH 1991



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in March, 1991. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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FORESTRY

Canadian Pacific Forest Products Limited, Thunder Bay Woodlands Operations- Local 2693, IWA-Canada (AFL-CIO/CLC): A 36-month renewal agreement effective from September 1, 1990 to August 31, 1993, covering 850 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
	Increases	85¢ to hourly rates;* 5% to piecework rates	5.5%	5.5%

Hourly Rates

Labourer, General	\$17.16 (\$16.31)	\$18.10	\$19.10
Mechanic "A" Class	\$20.98 (\$20.13)	\$22.13	\$23.35

* Includes Silviculture Schedule.

Isolation Premium: 50¢ (40¢) for tradesperson and helper assigned to a bush garage.

Shift Premium: Effective September 1, 1991, 0-55¢-65¢ (0-45¢-55¢).

The following changes are effective April 1, 1990 unless stated otherwise.

Health and Welfare: Life Insurance - Benefit is \$50,000 (\$40,000).

Weekly Indemnity - Maximum benefit is \$425 (\$400). Effective September 1, 1991 and 1992, \$445 and \$465 respectively.

LTD - Benefit is 55% (50%) of regular weekly earnings.

Vision (new) - Maximum claim is \$75 every 2 years.

Dental - Coverage is based on the 1989 (1988) ODA fee schedule. Effective September 1, 1991 and 1992, the 1990 and 1991 ODA fee schedules respectively.

Continuation of Benefits - Employer continues to pay premiums for semi-private hospitalization and drugs for the duration of month in which employee is laid-off. (Previously, employee paid.)

Pension Plan: Employer Contribution - \$55 (\$45) per month per employee plus an additional \$55 (\$45) conditional on the employee contributing \$55 (\$45).

Property Insurance:	Maximum \$2,500 (\$2,000) insurance coverage against loss by fire of employee's belongings and loss by fire/theft of employee-owned power saws.
Safety Footwear Subsidy:	Employer will sell to employee safety boots at \$20 (\$15) and ballistic nylon-type boots at \$25 (\$20) below invoice price.
Travel Allowance:	Effective March 13, 1991, schedule is increased by 6%. Effective September 1, 1991 and 1992, a further 6%.

FOOD AND BEVERAGE

Great Atlantic and Pacific Company of Canada Limited, Jane Parker Bakery Limited at Toronto, Local 264, Bakery and Tobacco Workers (AFL-CIO/CLC):
A 24-month agreement effective from March 10, 1991 to March 13, 1993, covering 300 employees, settled at the bargaining stage.
Duration of negotiations - 1 month.

Wages:	Effective	Mar. 10/91	Mar. 8/92
General Increases		90¢	90¢
Skilled Trades Adjustments		15¢	10¢
Additional Adjustments	Some restructuring of wage schedule		
General Help,		\$13.21-\$15.21	\$14.11-\$16.11
Light Duties		(\$12.31-\$14.31)	
Machinist		\$16.81-\$18.81 (\$15.76-\$17.76)	\$17.81-\$19.81

Maximum rates are reached after 120 (60) days.

Call-in Pay:	Minimum of 4 hours' pay or work at time and one-half (straight time).
Paid Holidays:	Last half of shift prior to New Year's Day is added for a total of 11 (10 1/2) days. Employee receives up to 3 1/2 hours' pay or time off in lieu. (Previously, applied only to the last 1/2 shift prior to Christmas Day.)
Responsibility Pay (new):	25¢ per hour when assigned duties of Chief Operating Engineer.
Bereavement Leave:	Up to 5 (3) days' paid leave upon death of parent.

Health and Welfare: Vision - Effective April 1, 1991, maximum claim is \$100 (\$80) every 2 years.

Dental - Effective April 1, 1991, coverage is based on the 1991 (1990) ODA fee schedule. Effective April 1, 1992, the 1992 ODA fee schedule.

Pension Plan: Basic Benefit - Effective January 1, 1992, benefit is \$18 (\$17) per month per year of future service and \$16.50 (\$15.50) per month per year of past service. Effective October 1, 1992, \$19 for future service. Effective January 1, 1993, \$17 for past service. Effective March 1, 1993, \$20 for future service.

Safety Shoe Allowance: Effective January 1, 1992, maximum \$80 (\$70) per year.

Tool Allowance: \$150 per contract year for maintenance employees. (Previously, employer replaced or reimbursed employees for broken or worn tools).

Seven-Up Canada Inc., and Conpac Beverages Ltd., Pepsi/Seven-Up Toronto Division at Mississauga - Local 938, Teamsters (AFL-CIO) (production employees): A 36-month first agreement effective from March 11, 1991 to February 28, 1994, covering 359 employees, settled with mediation assistance. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Mar. 10/91</u>	<u>Mar. 1/92</u>	<u>Mar. 1/93</u>
	General	5%	5%	5%
	Increases			
	Machine	\$16.39	\$17.21	\$18.07
	Operator	(\$15.61)		
	Electrician	\$22.68	\$23.81	\$25.00
		(\$21.60)		

COLA: 1¢ per 0.3 point change in the CPI - 1981=100, using the February 1992 index as the base. Triggered at 8%, capped at 10%. Payable from March 1, 1993 to February 1994.

Hours of Work: 8 hours per day, 5 days per week and 10 hours per day, 4 days per week.

Paid Rest Period: Two 15-minute rest periods per shift.

Shift Premium: 0-55¢-70¢. Effective March 1, 1992, and 1993, 0-60¢-75¢ and 0-65¢-80¢ respectively.

Overtime Pay: Time and one-half for all hours worked in excess of regularly daily scheduled hours and on a scheduled day off. Double time on Sunday.

Saturday Premium:	\$1.50 per hour. Effective March 1, 1992 and 1993, \$1.75 and \$2 respectively.
Sunday Premium:	\$1.75 per hour. Effective March 1, 1992 and 1993, \$2 and \$2.25 respectively.
Lead Hand Premium:	\$1.35 per hour.
Acting Pay:	Employee temporarily transferred to higher rated job shall receive the higher rate for the duration of the temporary transfer.
Reporting Pay:	Minimum 4 hours' pay at straight-time.
Call-in Pay:	Minimum 4 hours' pay at the appropriate overtime rate.
Paid Holidays:	New Year's Day, day after New Year's, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, day before Christmas, Christmas Day, Boxing Day, day before New Year's are recognized for a total of 12 days.
Paid Vacation:	Less than 1 year of seniority, 4% vacation pay. 2 weeks after 1 year of service, 3 after 5, 4 after 10, 5 after 20 and 6 after 30.
Bereavement Leave:	Up to 3 days' paid leave upon death of spouse, child, parent, brother, sister, mother/father-in-law. One day's paid leave upon death of son/daughter-in-law, grandparent, grandchild.
Sick Leave:	Employee credited with 6 days at 66 2/3 straight-time rate. Any unused credits at year end will be paid out prior to January 31st of the following year.
Jury Duty/Crown Witness Leave:	Employee receives the difference between regular daily wages and fees received.
Health and Welfare:	<u>Life Insurance</u> - Benefit is equal to 1 times annual salary. <u>Life Insurance for Dependents</u> - Benefit is \$3,000 for spouse and child. <u>LTD.</u> - Benefit is 60% of monthly earnings to a maximum of \$4,000 per month. <u>Drugs</u> - Employer pays 100% of the premium costs for plan with \$10 deductible for single coverage and \$20 for family coverage. <u>Weekly Indemnity</u> - Benefit is 66 2/3% of weekly earnings. <u>Vision</u> - Employer pays 100% of the premium costs. Maximum claim is \$100 for glasses and \$200 for contact lenses per family member over the age of 18 every 2 years and per family member under 18 every 12 months.

Dental - Employer pays 55% of the premium costs. Coverage is based on 1990 (1986) ODA fee schedule. Effective March 1, 1992, employer pays 65% of premium costs. Coverage is based on the 1991 ODA fee schedule. Effective March 1, 1993, employer pays 75% of premium costs. Coverage is based on the 1992 ODA fee schedule.

Pension Plan: Effective March 31, 1991, current plan suspended. Accrued benefits are vested upon death, termination or retirement.

Employer Contribution - Effective April 1, 1991, 2% of employee's gross earnings to the Teamsters Canadian Pension Trust Fund and Plan. Effective April 1, 1992 and 1993, 3% and 3.5% respectively.

Safety Shoe Allowance: \$70 per year. Effective March 1, 1992 and 1993, \$80 and \$90.

Tool Allowance: Employer replaces tools broken through reasonable use on the job.

Paid Negotiation/Grievance Committee: Straight-time for stewards to attend grievance and other meetings and negotiations meetings up to conciliation.

Safety Committee: Paid time off for 2 inside and 2 outside employees to attend safety committee meetings.

TEXTILE

Strudex Fibres Ltd. at Waterloo - Local 175, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1991 to February 28, 1993, covering 200 employees, settled with mediation assistance. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Mar. 1/91</u>	<u>Mar. 2/92</u>
General Increases		60¢	60¢
Tube Sorter		\$10.30 (\$9.70)	\$10.90
Machinist with certificate		\$14.85 (\$14.25)	\$15.45

Paid Vacation: 5 (4) weeks after 23 years of service.

Paid Rest Periods: 8-Hour Shift - One 15 (10) minute paid rest period.

8-Hour Shift on Continuous Operating Machinery - Two 15 (10) minute paid rest periods.

Reporting Pay:	Minimum 6 (4) hours' pay for emmployee on 12-hour shifts.
Training Premium:	50¢ (20¢) per hour for a maximum of 4 weeks (new).
Health and Welfare:	<u>Weekly Indemnity</u> - Employer contributes 53¢ (48¢) per hour paid to the union fund. Effective March 1, 1992, 60¢.
Pension Plan:	<u>Employer Contribution</u> - Effective January 1, 1992, 35¢ (30¢) per hour paid to the union fund.
Education and Training Fund (new):	<u>Employer Contribution</u> - 1¢ per hour paid to the Local 175, Education and Training Fund. Effective March 1, 1992, 2¢.
Job Security:	No lay-offs in Master Batch and Colour Control due to cross-training programme.
Paid Grievance Leave:	Straight-time for all time spent at grievance meeting with company officials. (Previously, to a maximum of 30 minutes per shift.)
Safety Shoe Allowance:	\$100 (unchanged) per year for Maintenance, Jetmen and Masterbatch Operators; \$50 per year for all employees except yarn department. (Previously, limited to Janitors, Texturizing and Extrusion.)

MACHINERY

VME Equipment of Canada Ltd. at Guelph - Local 1917, Canadian Auto Workers (CLC):
A 36-month renewal agreement effective from March 7, 1991 to March 6, 1994, covering 241 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 7/91</u>	<u>Mar. 7/92</u>	<u>Mar. 7/93</u>
General Increases		*	60¢	80¢
Material Handler		\$15.19 (\$15.19)	\$15.79	\$16.59
Maintenance Technician		\$17.22 (\$17.22)	\$17.82	\$18.62

* No wage increase in the first contract year.

Shift Premium:	Effective March 7, 1992, 0-55¢-60¢ (0-50¢-55¢).
Paid Vacation:	Effective March 7, 1993, 5 weeks after 20 years of service (new).

Bereavement Leave:	Maximum 3 working days. (Previously, 3 continuous calendar days.)
Paid Personal Leave:	Eliminated. In lieu of the 5 personal leave days, employees receive \$950 in the first contract year and \$600 in the second and third.
Health and Welfare:	<u>Dental</u> - Maximum claim for orthodontic services is \$850 (\$800).
Pension Plan:	<u>Basic Benefit</u> - Effective March 7, 1992, \$19 (\$17) per month of service. Effective March 7, 1993, \$21.
SUB:	95% of employee's weekly base salary less any other earnings, payable for a maximum of 6 months for employee with 17-18 years of service (unchanged). Maximum 6.5 months for employee with 18-19 years of service, 7 months for 19-20 years and 7.5 months for 20-21 years (new).

TRANSPORTATION EQUIPMENT

Spar Aerospace Limited at Toronto and Shirleys Bay - Employees' Association (Ind.): Two 33-month renewal agreements effective from March 21, 1991 to December 31, 1993, with wages retroactive to January 1, 1990, covering 423 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 17 months.

Wages:	Effective	<u>Jan. 1/90</u>	<u>July 1/90</u>
	Scale	2.36%	2.3%
	Increases*		
	Junior Engineering Assistant	\$23,852-\$32,271 (\$23,302-\$31,527)	\$24,400-\$33,013
	Senior Staff Engineer/MTS	\$61,815-\$83,608 (\$60,390-\$81,680)	\$63,237-\$85,531
	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>
	Scale	3.68%	2.68%
	Increases		
	Junior Engineering Assistant	\$25,298-\$34,228	\$25,976-\$35,145
	Senior Staff Engineer/MTS	\$65,564-\$88,678	\$67,498-\$91,294
	Effective	<u>Jan. 1/92</u>	<u>July 1/92</u>
	Scale	**	**
	Increases		

Effective	Jan. 1/93	July 1/93
Scale	**	**
Increases		
* Salary increases are determined by merit.		
** Salary scale to be adjusted by the weighted average percentage change for Engineers 1 through 6, Basic Sample, Table 1, Rate Measures and Comparisons - Canada. Calculated using the Pay Research Bureau AUTOCODS Report on Salaries, beginning March 1, 1991 and August 1, 1991. Weighted by the August 15, 1991 number of employees for the first adjustment. Rounded to the nearest 0.01%.		
Saturday/Sunday Premium:	Effective March 21, 1991, \$35 (\$34) per day for Saturday and \$70 (\$68) per day for Sunday. Effective July 1, 1991, 1992, and 1993, \$36 and \$72, \$37 and \$74, and \$38 and \$76 respectively.	
Paid Maternity Leave:	Additional 6 weeks at UIC benefit rate payable as a lump sum, for employee unable to return to work following exhaustion of UIC benefit (new).	
Health and Welfare:	<p><u>LTD</u> - Effective March 1, 1991, benefit is 66 2/3% (60%) of basic salary to a maximum of \$6,000 (\$4,500) per month.</p> <p><u>Major Medical</u> - Maximum \$300 per year per practitioner for the services of an Osteopath, Chiropractor, Podiatrist, Naturopath, Masseur and Christian Science Practitioner inclusive of \$25 per year per disability for X-rays (new).</p> <p><u>Vision</u> - Maximum claim is \$150 (\$125) per person every 2 years.</p> <p><u>Dental</u> - Eligibility is 2 (3) months of service. Effective March 21, 1991, coverage is based on the 1990 (1988) ODA fee schedule. Effective January 1, 1992, the 1991 ODA fee schedule. 90%-10% (75%-25%) co-insurance for major restorative services. Effective January 1, 1993, the 1992 ODA fee schedule.</p>	
Education Allowance:	Effective January 1, 1991, maximum annual reimbursement for approved courses is \$1,200 (\$1,000) per employee. Effective January 1, 1992 and 1993, \$1,300 and \$1,400 respectively.	

ELECTRICAL PRODUCTS

Federal Pioneer Limited at Bramalea - Local 564, Communications-Electrical Workers (CLC): A 24-month renewal agreement effective from December 21, 1990 to December 20, 1992, covering 225 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 2/90</u>	<u>Dec. 21/91</u>
	General Increases	5.5%	5%
	COLA Fold-in	1¢	
	Additional Adjustments	Certain classification adjustments	
	Labour Grade 1 (includes Assembler)	\$12.89-\$13.22 (\$12.21-\$12.52)	\$13.53-\$13.88
	Labour Grade 16 (includes Tool & Die Maker)	\$18.68-\$19.04 (\$17.70-\$18.04)	\$19.61-\$19.99

Maximum rates are reached after 1 year.

COLA: 1¢ per 0.1 point increase in the CPI - 1986=100, using the December 1990 index as the base. Triggered at 5.5% (5%) annually. Adjusted monthly. (Basic formula is unchanged.) Effective December 21, 1991, triggered at 5%.

Health and Welfare: Life Insurance and AD & D - Effective April 1, 1991, benefit is \$27,000 (\$25,000).

Dental - Coverage continues to be based on current year's ODA fee schedule. Effective March 11, 1991, employer pays 90% (50%) of premium costs. Effective April 1, 1991, Greenshield #2 (#12) and Greenshield #5 (#15) are added. Effective December 21, 1991, employer pays 100% of premium costs.

Pension Plan: Employer Contribution - 52¢ (45¢) per hour paid. Effective January 1, 1992, 60¢.

Training Fund (new): Effective January 1, 1992, employer contributes 1/4 of one percent of regular wages towards a union training program. Should the program not be implemented then the contributions made will be directed towards the pension plan.

Safety Shoe Allowance: \$63 (\$58) per year. Effective December 21, 1992, \$68.

NON-METALLIC MINERAL PRODUCTS

Ottawa Area Ready Mix Companies at Ottawa - Local 230, Teamsters (AFL-CIO): A 24-month renewal agreement effective from March 1, 1991 to February 28, 1993, covering 320 employees, settled at the bargaining stage. Duration of negotiations - 2 days.

Wages:	Effective	Mar. 1/91	Mar. 1/92
	General Increases	5%	5%
	Additional Adjustments	New classifications added	
	Skilled Trades Adjustments	5¢ for Mechanic Class "A" and Mechanic Helper	5¢ for Mechanic Class "A" and Mechanic Helper
	<u>Premier Concrete</u> <u>(Div. of ESSROC Canada Inc.)</u>		
	Labourer	\$18.67 (\$17.78)	\$19.60
	Mechanic Class "A"	\$19.19 (\$18.23)	\$20.21
Health and Welfare:	<u>Life Insurance and AD & D</u> - Benefit is \$27,500 (\$25,000) Effective March 1, 1992, \$30,000.		
	<u>LTD</u> - Maximum benefit is \$800 (\$700) per month. Effective March 1, 1992, \$900.		
	<u>Vision</u> - Maximum claim is \$140 (\$125) every 2 years.		
	<u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule.		
	<u>Continuation of Benefits</u> - Benefit coverage for Drugs continues for employee on Weekly Indemnity or LTD (new).		
Pension Plan:	<u>Employer Contribution</u> - \$115 (\$100) per month. Effective March 1, 1992, \$120.		

MISCELLANEOUS MANUFACTURING

Honeywell Limited at Scarborough - Local 80, Canadian Auto Workers (CLC):
A 24-month renewal agreement effective from March 1, 1991 to February 28, 1993, covering 632 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Mar. 1/91	Mar. 1/92
	General Increases	6.1%	5.4%
	Labour Grade 11 (includes Assembly Light)	\$11.56 (\$10.90)	\$12.19

Tool and Die Maker "B"	\$21.01 (\$19.80)	\$22.14
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Shift Premium: 0-38¢-40¢ (0-35¢-37¢).

Paid Union Education Leave (new): Employer contributes up to \$21,200 per year. Maximum of 4 employees are entitled to 20 days each of class time. Seniority and benefits continue to accrue.

Health and Welfare: Life Insurance - Benefit is \$28,500 (\$27,000). Effective March 1, 1992, \$30,000.

Weekly Indemnity - Benefit is 66 2/3 % of regular wages to a maximum of \$550 for skilled trades and Schedule A, grades 1, 2 and 3. (Previously, \$450 for skilled trades and UIC maximum for Schedule A, grades 1, 2 and 3.) Effective March 1, 1992, \$600.

Benefits for pregnancy related disability continue until maternity leave or birth of child, whichever occurs first. (Previously, benefits ceased 10 weeks prior to expected date of birth.)

Vision (new) - Employer pays 100% of premium costs. Maximum claim is \$100 every 2 years.

Hearing (new) - Employer pays 100% of premium costs. Maximum claim is \$300 per family member every 5 calendar years.

Dental - Coverage is based on the 1989 (1988) ODA fee schedule. Maximum claim is \$1,200 (\$1,000) per year per person for basic services. Effective January 1, 1992, the 1990 ODA fee schedule. Effective March 1, 1992, maximum lifetime claim is \$1,500 (\$1,000) for orthodontic services.

Pension Plan: Basic Benefit - \$23 (\$21) per month per year of service. Effective March 1, 1992, \$24.

Tool Allowance: Maximum \$2,200 (\$2,000) reimbursement with \$25 deductible per claim for tools lost due to fire or theft. \$150 (\$137.58) per year to a maximum of \$600 (\$550) for each apprentice.

Complax Corporation at Cobourg - Locals 534 and 598, Communications-Electrical Workers (CLC) (production and office employees): A 24-month renewal agreement effective from March 20, 1991 to March 19, 1993, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages: Effective Mar. 24/91

COLA Fold-in 49¢

Additional Adjustments Some reclassifications

	Labour Grade 02-01 (includes Finisher- Bench Operator)	\$14.04 (\$13.55)
	Labour Grade 12-02 (includes Mold Maker)	\$18.65 (\$18.16)
COLA:	1¢ per 0.32 point increase in the CPI - 1971=100, using the March 1991 index as the base. Adjusted quarterly and paid as an add-on. (Previously, folded into wages.)	
Acting Pay:	Salaried part-time employee assigned to a full-time classification for more than 2 weeks receives the rate of the job being performed (new).	
Paid Holidays:	Boxing Day is added for a total of 12 (11) days per year.	
Bereavement Leave:	3 days' paid leave upon death of daughter/son-in-law (new).	
Health and Welfare:	<u>Major Medical</u> - Maximum \$60 (\$45) per day for semi-private hospital coverage. Effective March 29, 1992, \$75. <u>Dental</u> - Coverage is based on the 1989 (1988) ODA fee schedule. Effective March 20, 1992, the 1990 ODA fee schedule.	
Certificate Premiums (new):	Additional 25¢ per hour for certificate of qualification plus one recognized skill; additional 75¢ per hour for 2 certificates or 1 certificate with 3 recognized skills.	
Safety Shoe Allowance:	Maximum \$55 (\$45) per year.	

Woodbridge Foam Corporation at Woodbridge - Local 112, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from March 10, 1991 to March 9, 1994, covering 250 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Mar. 10/91</u>	<u>Mar. 10/92</u>	<u>Mar. 10/93</u>
	Increases	Average 20¢	20¢	20¢
	Additional Adjustments	Restructuring of wage grid; some reclassi- fications		
	Assembler	\$14.69 (\$14.14)	\$14.89	\$15.09
	Electronic Electrician	\$19.73 (\$19.52)	\$19.93	\$20.13

Previous rates reflect \$1.49 COLA folded into wages during the previous agreement.

Lump Sum
Settlement
Payment:

Effective March 29, 1991, \$500 per regular employee.

COLA:

1¢ per 0.3 point increase in the CPI - 1971=100, using the November 1990 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Health and
Welfare:

Life Insurance - Benefit is \$22,000 (\$20,000). Effective March 9, 1992 and 1993, \$24,000 and \$26,000 respectively.

Vision (new) - Effective March 10, 1992, employer pays 100% of premium costs. Maximum claim is \$75 every 2 years.

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Pension Plan:

Basic Benefit - Effective March 19, 1993, \$20 (\$16) per month per year of service.

Job evaluation fund, vacation bonus, clothing and meal allowances and paid lunches have been discontinued.

TRANSPORTATION

Hamilton Street Railway Company and Canada Coach Lines Limited at Hamilton - Locals 107 and 1585, Transit Union (AFL-CIO/CLC) (hourly rated and salaried employees): Three 36-month renewal agreements effective from April 1, 1991 to March 31, 1994, covering 700 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:

Effective	<u>Apr. 1/91</u>	<u>Jan. 1/92</u>
General Increases	94¢ to top rates	27¢ to top rates, plus 0.4% to salaried
Additional Adjustments	Some reclassifications	
Pay Equity Adjustments	*	
<u>Hourly Rated Employees - Local 107</u>		
Job Group I (includes Interior Cleaner)	\$15.26-\$16.06 (\$14.36-\$15.12)	\$15.51-\$16.33

Job Group 5 (includes Bus Operator)	\$16.80-\$17.68 (\$15.90-\$16.74)	\$17.05-\$17.95
Job Group 9 (includes Auto Mechanic)	\$18.11-\$19.06 (\$17.21-\$18.12)	\$18.36-\$19.33

Salary Employees
Local 1585
(Bi-Weekly Rates)

Job Group 2* (includes Secretary/ Clerk)	\$1,033.50	\$1,037.63
Job Group 18* (includes Electronic Foreman)	\$1,856.00	\$1,863.42

* Pay Equity adjustments resulted in major restructuring of the salary grid for Local 1585. Salaries which are currently higher than in the newly established grid, will receive half of the negotiated economic increase until equalization is achieved.

Wages:	Effective	<u>Apr. 1/92</u>	<u>Apr. 1/93</u>
	General Increases	4.8%	4.5%**

Hourly

Job Group 1	\$16.25-\$17.11	\$16.99-\$17.88
Job. Group 5	\$17.87-\$18.81	\$18.68-\$19.66
Job Group 9	\$19.25-\$20.26	\$20.11-\$21.17

Salary

Job Group 2	\$1,083.11	\$1,131.85
Job Group 18	\$1,952.86	\$2,040.74

Maximum rates are reached after 12 months.

Note: Post probation rates shown are 95% of top rates (unchanged).

** Increase to equal the percentage increase in the CPI, from January 1, 1993 to December 31, 1993, rounded to the nearest 1/10th percent. Triggered at 4.5% and capped at 5.5% Payable on January 1, 1994.

Shift Premium: Operators - Effective the spring 1992 board, 40¢ (24¢) per hour for runs finishing after 11:01 p.m.

Maintenance Dept. - Effective April 1, 1992, 0-40¢-50¢ (0-28¢-37¢).

Non-Standard Shift (new) - Effective April 1, 1992, 55¢ per hour worked.

Instructor Premium: 75¢ per hour. (Previously, 59¢ for operator in charge of trainee and 25¢ for mechanic training co-op student or apprentice.)

Paid Wash-up Period: 5 (10) minutes for hourly employee prior to lunch or conclusion of shift.

Paid Vacation: Hourly - Effective the 1992 vacation year, 6 weeks after 20 (24) years of service and 7 after 25 (new).

Salary - Effective the 1992 vacation year, 6 weeks after 20 (24) years of service. 1 additional day per year of service beyond 25 years to a maximum of 1 additional week's vacation (new).

Bereavement Leave: Effective April 1, 1993, 3 days' paid leave upon death of step-parent (new).

Health and Welfare: Life Insurance for Retirees - Benefit is \$5,000 (\$3,000) after 20 (25) years of service.

Major Medical - Maximum lifetime claim is \$50,000 per person for private duty nursing. Effective April 1, 1992 and 1993, \$52,500 and \$55,500 respectively. Effective April 1, 1992, employer pays 100% of premium costs for chiropractic services to a maximum of \$300 per person per year (new).

Vision - Maximum claim is \$200 (\$100) every 2 years.

Hearing - Maximum lifetime claim is \$600 (\$300).

Dental - Coverage continues to be based on current years' ODA fee schedule. 80%-20% (75%-25%) co-insurance for major restorative and orthodontic services. Maximum annual claim for major restorative services is \$2,000 (\$1,500) per family member. Maximum lifetime claim for orthodontic services is \$2,000 (\$1,500) per eligible dependant.

Pension Plan: Normal Retirement - For employee aged 55 (60) whose age plus years of service equal 85 (80).

Incident/Accident Allowance: \$1.50 (\$1) for each report written during off duty hours, for operator.

Meal Allowance: \$7.50 (\$6.50). Effective April 1, 1992, \$8.

Safety Shoe Allowance: \$80 (\$60) per year for safety and rubber boots and \$104 (\$78) per year for non-conductive footwear. Effective April 1, 1992, \$90 and \$117 respectively.

Clothing Allowance (new): \$150 per year for line crew and maintenance employees and \$53 per year for turban in lieu of uniform cap.

Cleaning Allowance: \$60 (\$47) per year, pro-rated for employee with less than 9 months' service. Effective April 1, 1992, and 1993, \$70 and \$80 respectively.

Transportation Pass: Free transportation pass for eligible retiree (new).

Halton District and Mississauga Ambulance Service Ltd. and 23 other Ambulance Services, province-wide - Ontario Public Service Employees (NUPGE) (CLC): Twenty-three renewal agreements and one first agreement effective from various dates beginning April 1, 1989 to December 31, 1991, covering 579 employees, settled with mediation assistance. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>Apr. 1/90</u>	<u>Jul. 1/90</u>
	General Increase		3.36%

Additional Adjustments	Adjustments to create parity with the Institutional Care category of OPS
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Halton District and Mississauga Ambulance Service Ltd.

Ambulance Officer 0-2 (0-4) years	\$15.46-\$16.29 (\$13.57-\$15.59)	\$15.98-\$16.81
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Effective	<u>Apr. 1/91</u>
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General Increase	5.8%
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Ambulance Officer 0-2 years	\$16.90-\$17.78
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Previous rates reflect a 6.5% increase on April 1, 1989.

Shift Premium: Effective April 1, 1990, 0-48¢-58¢. (Previously, varied depending on collective agreement.)

Paramedic Effective April 1, 1990, \$1.60 (\$1.54) per hour. Effective
Premium July 1, 1990, \$1.66. Effective April 1, 1991, \$1.76.
(Superior
Ambulance):

ELECTRIC POWER, GAS AND WATER UTILITIES

Consumers' Gas Company Ltd. at Toronto and other central and southcentral Ontario centres - Local 513, Energy and Chemical Workers (CLC) (office, clerical, sales and laboratory employees): A 24-month renewal agreement effective from February 3, 1991 to January 31, 1993, covering 780 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Previous agreement expired January 31, 1991.

Wages:	Effective	<u>Feb. 3/91</u>	<u>Aug. 4/91</u>	<u>Feb. 2/92</u>
	Increases	4.5%	2.5%	3%

All rates are rounded to the nearest 50¢.

Weekly Rates
35 hours per week

Range 3 \$395.50-\$404.50 \$405.50-\$414.50 \$421.00-\$427.00
(includes (\$378.00-\$387.00)
file clerk)

Range 10 \$664.00-\$673.00 \$681.00-\$690.00 \$704.50-\$710.50
(includes (\$635.00-\$644.00)
Senior Clerk)

Maximum rates are reached after 24 months. Effective February 2, 1992, after 12 months.

Previous rates reflect a 2% increase during the previous agreement.

Shift Premium: 0-\$1-\$1.50. (Previously, \$25 per week for scheduled shift between noon and 8 a.m..)

Overtime Pay: Double time per hour worked after 40 hours per week.
(Previously, time and one-half up to 43 hours and double time thereafter.)

Paid Holidays: 1 floater day every 2 months for new hires. (Previously, 6 floaters only if hired before July 31 of the contract year.)

Paid Vacation: Two additional weeks for retirement at age 62 with 20 years of service. (Previously, applied only at normal retirement.)

Travel Allowance (new): Employee will be reimbursed at the appropriate rate, when required to travel by the company.

Meal Allowance: \$8 (\$7).

Cleaning Allowance (new): \$2 per week.

WHOLESALE TRADE

Crothers Limited at Toronto and Concord - Local 112, Canadian Auto Workers (CLC):
A 36-month renewal agreement effective from February 8, 1991 to February 7, 1994, covering 220 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 8/91</u>	<u>Feb. 8/92</u>	<u>Feb. 8/93</u>
	General Increases	1%	2%	3%
	COLA Fold-in	44¢		
	Job Class 1 (General Labour)	\$14.22 (\$13.64)	\$14.50	\$14.94
	Job Class 13 (includes Field Service Level 3)	\$21.63 (\$20.98)	\$22.06	\$22.72

Previous rates reflect 50¢ COLA folded into wages during the previous agreement.

COLA: 50¢ COLA was generated during the previous agreement. 44¢ was folded into wages on February 8, 1991, leaving 14¢ to float.

1¢ per 0.35 point increase in the CPI - 1971=100, using the October 1990 index as the base. Adjusted quarterly and folded in annually. Effective February 8, 1993, 1¢ per 0.125 point increase in the CPI - 1981=100.

Lead Hand Premium: Maximum \$1 above employee's own classification rate. (Previously, amount varied.)

Health and Welfare: Life Insurance - Effective April 1, 1991, benefit is \$31,000 (\$29,000). Effective February 8, 1992 and 1993, \$33,000 and \$35,000 respectively.

LTD (new) - Effective February 1, 1992, employer pays 100% of premium costs. Maximum monthly benefit is \$1,500. Payable to age 65.

Vision - Effective April 1, 1991, maximum claim is \$100 (\$75) per family member every 2 years.

Dental - Effective March 17, 1991, coverage is based on the 1990 (1989) ODA fee schedule. Effective February 8, 1992 and 1993, the 1991 and 1992 ODA fee schedules respectively.

Pension Plan: Employer Contribution - Effective February 8, 1992, 54¢ (44¢) per hour worked to the Canada Wide Industrial Pension Plan (CWIPP). Effective February 8, 1993, 64¢.

Meal Allowance (Field Service Employees): Effective March 17, 1991, \$33 (\$32) per day. Effective February 8, 1992 and 1993, \$34 and \$35 respectively.

Safety Shoe Allowance: Effective March 17, 1991, \$60 (\$56) per year. Effective February 8, 1992 and 1993, \$64 and \$68 respectively.

RETAIL TRADE

Loblaws Supermarkets Ltd., No Frills Franchise Stores Division at various Ontario Centres - Local 1000A, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): A 36-month renewal agreement effective from April 30, 1990 to April 30, 1993, covering 1,000 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>May 1/90</u>	<u>May 6/91</u>	<u>May 4/92</u>
Increases				
Full-time*		70¢	70¢	70¢
Part-time		60¢**	***	***
<u>Full-time Employees</u>				
Cashier-Wrapper Service, 0-24 months		\$5.60-\$9.70 (\$5.25-\$9.00)	\$5.95-\$10.40	\$6.30-\$11.10
Assistant Manager		\$13.70 (\$13.00)	\$14.40	\$15.10
<u>Part-time Employees</u>				
0-48 months		\$5.10-\$8.10 (\$4.50-\$7.50)	\$5.25-\$8.70	\$5.40-\$9.30

* Increase is pro-rated from 50% on start rates to 100% on maximum rates.

** Employee transferred to new progression based on 60¢ increase or placed at applicable service level, whichever is greater.

*** Effective May 6, 1991 and May 4, 1992, employee moved to new wage progression which is parallel to position on existing wage progression, or 60¢ if at end rate.

Hours of Work:	<u>Part-time</u> - Maximum of 24 hours per week depending on operational requirements (new).
Shift Premium (new):	50¢ per hour for all hours worked between 12:00 a.m. and 8:30 a.m. for a maximum of 8 hours. 30¢ per hour for scheduled hours worked beyond 11:00 p.m..
Reporting Pay (Full-time) (new):	Minimum 2 hours' pay at double time for scheduled work on a Sunday, and minimum of 4 hours at double time for work on a scheduled day off.
Call Back Pay (Full-time) (new):	Double time after completion of shift or more than 3 hours prior to beginning of next shift.
Paid Vacation (Full-time):	4 weeks at 8% after 10 years of service, and 5 at 10% after 18 (new).
Vacation Pay:	6% after 5 years of service (new).
Paid Union Leave (Full-time) (new):	Straight time for union officials to reasonably service potential or actual grievances within hours of work.
Jury Duty/ Crown Witness Leave (Full-time) (new):	Employee receives the difference between regular daily wages and fees received for a maximum of 10 days.
Health and Welfare:	<u>Major Medical</u> - Coverage is extended to include out-of-province and out-of-country coverage (new). <u>Drugs</u> - Deductibles eliminated. (Previously, annual deductibles of \$25/\$50.) Co-insurance factor deleted. (Previously 80%-20% co-insurance.) <u>Dental</u> - Effective May 1, 1991, coverage is based on the 1989 (1982) ODA fee schedule.

G.U.S. Canada Inc., Woodhouse, Cherney's and Legare, at various locations in Ontario and New Brunswick* - Locals 175, 633 and 864**, Food and Commercial Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 29, 1990 to June 26, 1993, covering 210 Ontario employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

* Previously, included Nova Scotia.

** Previously, Local 175 and 1973 only.

Wages:	Effective	<u>June 29/90</u>	<u>Mar. 4/91</u>	<u>July 1/91</u>
General Increases		20¢	20¢	15¢
Additional Adjustments		New classification added		
Office Clerk 0-5 years		\$8.43-\$8.97 (\$8.23-\$8.77)	\$8.63-\$9.17	\$8.78-\$9.32
Tractor-Trailer Driver 0-5 years		\$12.29-\$13.37 (\$12.09-\$13.17)	\$12.49-\$13.57	\$12.64-\$13.72
	Effective	<u>Dec. 30/91</u>	<u>June 29/92</u>	<u>Jan. 4/93</u>
General Increases		15¢	20¢	20¢
Office Clerk 0-5 years		\$8.93-\$9.47	\$9.13-\$9.67	\$9.33-\$9.87
Tractor-Trailer Driver 0-5 years		\$12.79-\$13.87	\$12.99-\$14.07	\$13.19-\$14.27

Lump Sum Payments (Cherney's Employees): Effective March 4, 1991, \$300 for Salesperson. Effective July 1, 1991 and 1992, \$400.

Hours of Work (Legare Employees): Effective March 4, 1991, 40 (37) hours per week for former Cherney's employees.

Overtime Pay (Salespersons): Double the Ontario minimum wage for all hours worked in excess of 9 hours per day. (Previously, time and one-half the regular rate.) Double time when required to work during non-business hours. (Previously, a \$10 per hour flat rate.)

Meal Allowance: \$7 (\$6).

EDUCATION AND RELATED SERVICES

Brant County Board of Education at Brantford - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 421 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>
	General Increases	6.2%	5.25%*
	Teacher-Category 1 0-10 years	\$27,594-\$47,051 (\$25,983-\$44,304)	\$29,043-\$49,521
	Teacher-Category 4 0-11 years	\$32,795-\$59,650 (\$30,880-\$56,168)	\$34,517-\$62,782
	Vice-Principal 0-3 years	\$65,766-\$71,152 (\$61,927-\$66,998)	\$69,219-\$74,887
	Principal 0-3 years	\$74,138-\$80,350 (\$69,810-\$75,659)	\$78,030-\$84,568

* Additional increase to equal the percentage increase in the CPI from May 1991 to May 1992, triggered at 5.25% and capped at 7%.

Responsibility Allowances: Increased in accordance with the general salary increases.

Masters' Degree Allowance: Effective September 1, 1991, \$790 (\$750).

Ph.D. Degree Allowance: Effective September 1, 1991, \$105 (\$100).

Related Experience Allowance: \$400 (\$325) per year of experience for a maximum of 10 years. Effective September 1, 1991, \$450.

Bereavement Leave: 1 day's paid leave upon death of aunt or uncle (new).

Paid Maternity and Adoption Leave: Wages equivalent to the UIC benefit for the 2-week waiting period (new).

Health and Welfare: Vision - Effective September 1, 1991, \$150 (\$100) every 2 years of teacher and spouse.

Dental - Effective September 1, 1991, plan is extended to include Blue Cross Rider #4 with 50%-50% co-insurance and maximum annual claim of \$2,000 per family member (new). Coverage continues to be updated each January 1 to the previous year's ODA fee schedule.

Conference Fund: \$42,623 and \$44,860 for the 1991 and 1992 calendar year respectively. (Previously, \$40,135 for the 1990 calendar year.)

Durham Board of Education at Oshawa - Ontario Public School Teachers' Federation (Ind.) (elementary occasional teachers): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/91	Jan. 1/92
	Increases	8.02% with degree; 11.76% without degree	9.38% with degree; 7.02% without degree

Casual Occasional Teacher

Daily Rates*

Without Degree	\$114 (\$102)	\$122
With Degree	\$128 (\$118.50)	\$140

Extended Occasional Teacher - Employed for 21 or more consecutive days in one position and receives a daily rate in accordance with the current salary grid for full-time teachers.

* Daily rates include holiday and vacation pay.

Bereavement Leave: 1 day's paid leave upon death of grandparent, parent-in-law, brother/sister-in-law and son/daughter-in-law (new).

Health and Welfare: Effective January 1, 1992, occasional teacher with 90 full-time equivalent days worked during the previous school year is eligible for benefits. (Previously, only teacher with 4 or more school months of employment.)

The following changes are effective January 1, 1992, unless otherwise stated.

Life Insurance - Employer pays 50% of premium costs for all eligible teachers. (Previously, 85% for teachers with 4 or more months of employment.) Benefit is \$30,000 (unchanged).

AD & D (new) - Employer pays 50% of premium costs. Benefit is \$30,000.

Vision (new) - Employer pays 50% of premium costs. Maximum claim is \$150 every 2 years.

Dental - Effective May 1, 1991, coverage is based on the 1990 (1987) ODA fee schedule. Effective January 1, 1992, the 1991 ODA fee schedule. Employer pays 50% of premium costs for all eligible teachers (previously, 85% for teachers with 4 or more months of employment.) Plan is extended to include major restorative services with a maximum annual claim of \$1,000 per person on a 50%-50% co-insurance basis; and orthodontic services with a maximum annual claim of \$1,000 per person and a maximum lifetime claim of \$3,000 on a 50%-50% co-insurance basis (new).

Ottawa Board of Education - Local 1400, Canadian Union of Public Employees (CLC)
(full-time and part-time office, clerical and technical employees): A 24-month renewal agreement effective from April 1, 1990 to March 31, 1992, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>April 1/90</u>	<u>Jan. 1/91</u>	<u>April 1/91</u>
	Variable Increases*	Increases incorporated into internal equity payments		Increases incorporated into internal equity payments
	Pay Equity Adjustments		8¢-\$1.86	
	Additional Adjustments	Certain reclass- ifications due to internal equity		Certain reclass- ifications due to internal equity
	Library Assistant- Elementary (Library Clerk)	\$10.15-\$11.80 (\$9.43-\$11.08)		\$10.85-\$12.50
	Office Admin- istrator VI (Head Secretary- Secondary)	\$14.66-\$16.31 (\$12.45-\$14.10)		\$15.36-\$17.01
	Programmer/ Analyst	\$20.86-\$22.51 (\$18.17-\$21.34)		\$21.99-\$23.64

Maximum rates reached after 3 years.

* Effective April 1, 1990 and 1991, 45¢ per hour for red-circled employees.

Previous rates for Library Assistant-Elementary and Office Administrator VI reflect internal and pay equity adjustments on January 1, 1990, including a pay equity adjustment of 55¢ to Office Administrator VI.

**Maternity/
Adoption
Leave:**

Maximum 12 weeks (unchanged) for eligible employee employed for 13 weeks (12 months) prior to expected date of delivery/adoption.

**Health and
Welfare:**

Life Insurance (part-time) - Effective June 6, 1991, employer pays 100% (80%) of premium costs. Benefit is \$25,000 (\$15,000).

Vision (full-time)(new) - Effective June 6, 1991, maximum claim is \$150 every 2 years.

Dental (full-time) - Effective June 6, 1991, coverage is based on the 1990 (1987) ODA fee schedule. Plan is extended to include major restorative work, with 50%-50% co-insurance and a maximum annual claim of \$1,000 (new).

Continuation of Benefits - Maternity/Adoption/Paternity Leave -- Employer continues to share premium costs for health and welfare benefits during the first 35 weeks of leave (new).

Oxford County Board of Education at Woodstock - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 375 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 11 months.

Wages:

Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>	<u>Sept. 1/91</u>
General Increases	6%	.7%	5.6%*
Teacher- Group 1 0-11 years	\$27,833-\$45,628 (\$26,258-\$43,045)	\$28,028-\$45,947	\$29,598-\$48,520
Teacher- Group 4 0-11 years	\$32,978-\$59,102 (\$31,111-\$55,757)	\$33,209-\$59,516	\$35,069-\$62,849
Vice- Principal 0-3 years	\$67,013-\$70,892 (\$63,220-\$66,879)	\$67,482-\$71,388	\$71,261-\$75,386
Principal 0-3 years	\$73,263-\$79,726 (\$69,116-\$75,213)	\$73,776-\$80,284	\$77,907-\$84,780

* Additional increase to equal the percentage increase in the CPI from April 1991 to April 1992, triggered at 5.6% and capped at 7%.

Responsibility Allowances:	Increased in accordance with general salary increases.
Related Teaching Experience Allowance:	\$393 (\$368) per year of experience to a maximum of \$3,930 (\$3,680). Effective September 1, 1991, \$415 and \$4,150 respectively.
Extra Degree Allowance:	Effective September 1, 1991, \$806 (\$763) for a Master's Degree, \$940 (\$890) for Doctorate and \$422 (\$400) for all other degrees.
Paid Maternity/Adoption Leave (new):	Effective June 15, 1991, wages equivalent to the UIC benefit for the 2-week waiting period.
Health and Welfare:	<p><u>Major Medical</u> - Effective April 1, 1991, maximum \$500 per year for paramedical services and unlimited maximum per person per visit to a physiotherapist (new).</p> <p><u>Vision</u> - Effective September 1, 1991, maximum claim is \$175 (\$150) every 2 years.</p> <p><u>Dental</u> - Effective September 1, 1991, plan is extended to include orthodontic services with a maximum annual claim of \$1,000 and a maximum lifetime claim of \$2,000, provided on a 50%-50% co-insurance basis (new).</p>

Peterborough County Board of Education at Peterborough - Ontario Secondary School Teachers' Federation (Ind.)*: A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 454 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 13 months.

* Includes Continuing Education Teachers (new).

Wages:	Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>	<u>Sept. 1/91</u>
General Increases		5.14%	1.165%	5.12%**
Teacher-Category 1 0-11 years		\$27,485-\$47,107 (\$26,141-\$44,804)	\$27,805-\$47,655	\$29,229-\$50,095
Teacher-Category IV 0-11 years		\$31,917-\$59,033 (\$30,357-\$56,147)	\$32,289-\$59,720	\$33,942-\$62,778
	Effective	<u>July 1/90</u>	<u>Jan. 1/91</u>	<u>July 1/91</u>
Vice-Principal 0-3 years		\$66,221-\$70,212 (\$62,984-\$66,780)	\$66,992-\$71,030	\$70,422-\$74,667

Principal	\$73,804-\$79,524	\$74,663-\$80,449	\$78,486-\$84,568
0-3 years	(\$70,196-\$75,636)		

** Additional increase to equal the percentage increase in the Ontario CPI from the May 1990 to May 1991, triggered at 5.12% and capped at 6.2%.

Previous rates for salaries and allowances reflect a 6.2% increase on September 1, 1989.

Allowances: Responsibility - \$2,103-\$5,257 (\$2,005-\$4,485) for Department Head depending on level.

Resource Teacher to equal Level III Head, and Consultant to equal Level IV Head (new).

<u>Extra Degree</u> - Masters	\$734 (\$698)
Other Degrees	\$352 (\$315)
<u>Summer School</u> - Teacher	\$28.28 per hour (\$24.05)
Principal	\$5,642 (\$4,798)
Vice-Principal	\$4,242 (\$3,608)
Head of Org. Unit	\$564 (\$525)
Supervisor Co-op Ed.	\$156 (\$145)

Effective February 1, 1991 and September 1, 1991, the above allowances are increased in accordance with the general salary increases.

The following applies to regular teachers only unless stated otherwise.

Bereavement Leave:	3 (1) days' paid leave upon death of grandchild, and 1 day's paid leave upon death of niece or nephew (new).
Sick Leave:	Eligible to accumulate sick leave if employee works a minimum of 10% of full-time. (Previously required to be a permanent contract employee.)
Sabbatical Leave:	Full salary for first 20 school days (new) and a daily salary based on 50% of regular annual salary thereafter (unchanged).

Health and
Welfare:

Major Medical and Semi-Private Hospitalization - Effective May 1, 1991, employer pays 90% (85%) of premium costs. Effective September 1, 1991, employer pays 95% of premium costs and plan is extended to include over-age dependent coverage (new). Effective August 31, 1992, employer pays 100% of premium costs.

Vision (new) - Effective May 1, 1991, maximum claim is \$150 every 2 years.

Dental - Coverage continues to be based on the previous year's ODA fee schedule. Effective May 1, 1991, employer pays 80% (75%) of premium costs and plan is extended to include pit and fissure sealant (new). Effective September 1, 1991, employer pays 85% of premium costs. Plan is extended to include over-age dependent coverage (new). Effective August 31, 1992, employer pays 90% of premium costs.

Prescott-Russell County Roman Catholic Separate School Board at L'Orignal - Ontario English Catholic Teachers' Association and Association des Enseignantes et des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 450 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 12 1/2 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>	<u>Sept. 1/91</u>
General Increases		6.2%	1.3%	*
Pay Equity Adjustments		**		**
Additional Adjustments		Adjustments to create parity with secondary school teachers		
Category A1 0-10 years		\$27,325-\$47,458 (\$25,730-\$44,688)	\$27,680-\$48,075	\$27,489-\$48,139
Category A4 0-11 years		\$33,403-\$58,421 (\$31,453-\$55,011)	\$33,837-\$59,181	\$33,522-\$59,565
<u>Principal***</u>				
0-3 years				
Up to 200 pupils		\$60,534-\$65,313	\$61,321-\$66,162	
200 to 499 pupils		\$62,127-\$66,906	\$62,935-\$67,776	

500 pupils \$63,720-\$68,499 \$64,548-\$69,389
and over

Previous rates reflect a 4.7% conditional wage adjustment, and restructuring of the wage schedule with the implementation of the Pre-Category.

* Increase to equal the percentage increase in the Ottawa CPI from May 1990 to May 1991, plus 1%.

** One-third of the difference between Categories D, C and B, and Pre-Category, for Categories D, C and B.

*** Previously, salary based on placement on teacher grid plus basic and classroom allowances.

Allowances:	Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>	<u>Sept. 1/91</u>
Vice-Principal 0-3 years (previously, 50% of Principal Allowance)		\$3,452-\$5,045	\$3,497-\$5,111	*
Substitute Principal/ Spécial Education Teacher		\$462 (\$435)	\$468	*
Chief Program Consultant (new)		\$6,000		*
Consultant		\$3,836 (\$3,612)	\$3,886	*

* Increased in accordance with the general salary increase.

Health and Welfare: Vision - Maximum claim is \$200 (\$150) per person every 2 years.

Mileage Allowance: Effective January 1, 1991, 29¢ (26¢) per kilometre.

Paid Preparation Time: Effective September 1, 1991, Maximum 160 (120) minutes per 5-day cycle.

Waterloo County Board of Education at Kitchener - Employees' Association (Ind.)
(full-time and part-time employees): A 16-month renewal agreement effective from September 1, 1990 to December 31, 1991, covering 430 employees, settled at the bargaining stage.
Duration of negotiations - 6 1/2 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Jan. 1/91</u>
	General Increase		5.5%*
	Additional Adjustments	Minor restructuring of wage schedule	

Hourly Rates

Level A (includes part-time Regular Class Teacher Assistant) 0-4 years	\$9.97-\$12.38 (\$8.90-\$11.45)	\$10.52-\$13.06
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Annual Rates

Level D (includes full-time Teacher Assistant) 0-4 years	\$22,400-\$28,161 (\$22,145-\$28,330)	\$23,632-\$29,712
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Previous rates reflect a .6% conditional wage increase and a 6% pay equity adjustment during the previous agreement.

* Additional increase to equal the percentage increase in the CPI from December 1990 to December 1991, accurate to the nearest tenth of a percent. Triggered at 5.5% and capped at 8%.

Acting Pay:
(new) Employee temporarily transferred to a higher classification for 2 or more days receives the rate of the higher classification at one step above the employee's own step. If transferred to a lower classification, employee continues to receive regular rate of pay for that period.

Bereavement Leave: Up to 5 (3) days' paid leave upon death of step-father/mother.

Paid Sick Leave: 2 days per month (unchanged) with a maximum accumulation of 220 (85) days for part-time employees.

Sick Leave Retirement Gratuity (new): Employee with 10 or more years of service receives lump sum payment equal to one-half of maximum salary of Level D or one-half employee's salary in the last year of service, whichever is less. Employee with 20 years receives a minimum of 10% of annual salary.

Trent University Board of Governors at Peterborough - Faculty Association (Ind.) - A 36-month renewal agreement effective from July 1, 1990 to June 30, 1993, covering 234 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 10 months.

Wages:	Effective	<u>July 1/90</u>	<u>June 30/91</u>
	General Increases	8%	*
	Librarian 1 0-2 steps	\$30,228-\$31,834 (\$27,989-\$29,476)	
	Librarian 4 0-17 (0-20) steps	\$49,248-\$72,789 (\$45,600-\$67,397)	
	Lecturer 0-10 steps	\$30,228-\$46,032 (\$27,989-\$42,622)	
	Assistant Professor 0-14 steps	\$36,868-\$58,884 (\$34,137-\$54,522)	
	Associate Professor 0-18 steps	\$47,642-\$72,789 (\$44,113-\$67,397)	
	Professor 0-19 steps	\$60,250-\$85,328 (\$55,787-\$79,007)	
		<u>July 1/91</u>	<u>June 30/92</u>
	General Increases	7%	*
	Librarian 1 0-2 steps	\$32,344-\$34,062	
	Librarian 4 0-17 steps	\$52,695-\$77,884	
	Lecturer 0-10 steps	\$32,344-\$49,254	
	Assistant Professor 0-14 steps	\$39,449-\$63,006	
	Associate Professor 0-18 steps	\$50,977-\$77,884	
	Professor 0-19 steps	\$64,467-\$91,300	
		<u>July 1/92</u>	<u>June 30/93</u>
	General Increases	6%	*
	Librarian 1 0-2 steps	\$34,285-\$36,106	
	Librarian 4 0-17 steps	\$55,857-\$82,557	

Lecturer 0-10 steps	\$34,285-\$52,209
Assistant Professor 0-14 steps	\$41,816-\$66,786
Associate Professor 0-18 steps	\$54,036-\$82,557
Professor 0-19 steps	\$68,336-\$96,779

* Increase to equal the difference below the Weighted Average Salary Settlement (WASS) for the Ontario University system plus 1%, for the employment year. Applies to salary end rate.

Previous rates for Librarian I and IV reflect pay equity adjustments of 4.3%-19.32% during the previous agreement.

Pension Plan: Minimum Benefit Guarantee - Benefit is 2% of final average earnings for the best 3 (5) years times years of credited service at normal retirement date.

University of Toronto Governing Council - Local 2, Canadian Educational Workers (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 2,500 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	Sept. 1/90	Sept. 1/91
	General Increases	6%	4.5%
	Undergraduate Student	\$21.50 (\$20.28)	\$22.47
	Graduate Student with less than 2 years of full-time graduate study and without a Master's Degree or equivalent	\$24.35 (\$22.97)	\$25.45
	Graduate Student with 2 or more years of full-time graduate study, with Master's Degree or equivalent and all Post-Doctoral Fellows	\$26.98 (\$25.45)	\$28.19

Bereavement Leave: Up to 3 consecutive days' paid leave upon death of spouse, parent, brother, sister, child, parent-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandchild and grandparent. (Previously, up to 3 hours' paid leave.)

Paid Maternity Leave:	Up to 2 (1) months' paid leave.
Paid Paternity Leave (new):	Up to 2 days' paid leave upon birth of a child.
Health and Welfare:	<u>Dental (new)</u> - Effective September 1, 1991, employer pays the cost of 1 visit per year to a maximum of \$50 per employee working 140 hours per academic session, and \$100 per employee for 280 hours.
Professional Development Leave (new):	Effective September 1, 1991, teaching assistants receive regular wages for participation in employer required training programmes.

University of Toronto Governing Council - Local 3261, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from July 1, 1990 to June 30, 1992, covering 724 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	<u>July 1/90</u>	<u>Jan. 1/91</u>	<u>July 1/91</u>
General Increases		80¢	10¢	50¢
Housemaid		\$12.39 (\$11.59)	\$12.49	\$12.99
Elevator Mechanic Helper I		\$14.68 (\$13.88)	\$14.78	\$15.28
Previous rate for Housemaid reflects a 55¢ pay equity adjustment during the previous agreement.				

Paid Vacation: 2 (1) days after 2 months of service; 3 (2) after 3; 4 (3) after 4; 5 (4) after 5; 6 (5) after 6; 7 (5) after 7; 8 (6) after 8; 9 (7) after 9; 10 (8) after 10; 11 (9) at 4.2% (4%) after 11 and 12 (10) at 4.6% (4%) after 12. 12 days at 4.6% after 13 months of service; 13 at 5% after 14; 14 at 5.4% after 18 and 15 at 6% after 22 (new).

Bereavement Leave: 3 (1) days' paid leave upon death of brother-in-law and sister-in-law.

Paid Paternity Leave (new): 2 days on the birth or adoption of a child.

Health and Welfare: Vision (new) - Employer pays 50% of premium costs. Maximum claim is \$150 per person every 2 years.

Meal Allowance: \$8.00 (\$6) after 3 hours of overtime. Effective July 1, 1991, \$9.

Safety Shoe Allowance: \$80 (\$70) per year. Effective July 1, 1991, \$90.

Termination Pay: 4 (3) weeks' pay or notice for employee with 2 to 4 years of service if permanently laid off.

HEALTH AND WELFARE SERVICES

Brantford General Hospital - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from October 11, 1989 to October 10, 1991, covering 361 employees, settled by arbitration. Duration of negotiations - 15 months.

Wages:	Effective	<u>Oct. 11/89</u>	<u>Jan. 1/90</u>	<u>Oct. 11/90</u>
General Increases		8%		7%
Skilled Trades Adjustments*		25¢ for Painter; 50¢ for Repairer Journeyman and Lead Hand Maintenance		25¢ for Painter; 50¢ for Repairer Journeyman and Lead Hand Maintenance
Pay Equity Adjustments			18¢ for Aide I & II, RNA, Needleworker, and NRNA	
Additional Adjustments*		25¢ for Repairer I & II, and 50¢ for Biomedical Technician		25¢ for Repairer I & II, and 50¢ for Biomedical Technician
Housekeeping Aide		\$12.053-\$12.306 (\$11.160-\$11.394)	\$12.233-\$12.486	\$13.089-\$13.360
RNA		\$13.443-\$13.707 (\$12.447-\$12.692)	\$13.623-\$13.887	\$14.576-\$14.859
Biomedical Technician		\$16.995-\$17.812 (\$15.236-\$15.993)		\$18.720-\$19.594

Maximum rates are reached after 2 years.

* Applied prior to general increases.

Other terms of settlement are similar to those reported for Toronto East General Hospital and Service Employees, Local 204 (service employees), in the November 1990 report.

Kitchener-Waterloo Hospital at Kitchener - Local 220, Service Employees

International (AFL-CIO/CLC) (full-time and part-time office and clerical employees): Two 24-month renewal agreements effective from September 7, 1990 to September 6, 1992, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 7/90</u>	<u>Sept. 7/91</u>
	General Increases	8%	7%
	File Clerk-	\$11.340-\$11.974	\$12.134-\$12.812
	Medical Imaging	(\$10.500-\$11.087)	
	Secretary-	\$13.978-\$15.017	\$14.956-\$16.068
	Occupation Therapy	(\$12.943-\$13.905)	
	Maximum rates are reached after 4 years for File Clerk and after 5 years for Secretary.		
Vacation Pay (Part-time):	Effective July 1, 1991, 6% after 2 (3) years of service and 8% after 5 (8).		
Bereavement Leave:	3 (1) days' paid leave upon death of spouse's grandparent.		
Sick Leave:	Absence due to pregnancy-related illness is considered as sick leave (new).		
	Other terms of settlement are similar to those reported for Kitchener-Waterloo Hospital and Service Employees, Local 220 (full-time service employees), in the January 1991 report.		

Queensway-Carleton Hospital at Nepean - Local 2875, Canadian Union of Public Employees (CLC) (full-time and regular and casual part-time employees):

A 24-month renewal agreement effective from September 29, 1989 to September 28, 1991, covering 280 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 18 months.

Wages:	Effective	<u>Sept. 29/89</u>	<u>Sept. 29/90</u>
	General Increases	8%	7%
	Additional Adjustments*	11¢ for S.P.D. Porter and Ward Assistant; 9¢ for Groundskeeper; certain reclassifications	
	Housekeeping Aide 0-3 years	\$11.40-\$12.17 (\$10.56-\$11.27)	\$12.20-\$13.02

R.N.A., Orderly 0-3 years	\$12.80-\$13.76 (\$11.85-\$12.74)	\$13.70-\$14.72
Electrician 0-4 years	\$15.02-\$17.71 (\$13.91-\$16.40)	\$16.07-\$18.95

* Applied prior to general increase.

Call Back Pay: Minimum 4 (3) hours' pay at time and one-half.

Paid Vacation: 4 weeks after 5 (6) years of service, 5 weeks after 15 (16) and 6 weeks after 25 (new).

Paid Adoption Leave (new): Effective April 17, 1991, maximum 15 weeks at the difference between 75% of wages and the UIC benefit, paid after the 2-week waiting period.

Health and Welfare: Life Insurance - Effective May 1, 1991, employer pays 100% (90%) of the premium costs for employee coverage under H.O.O.G.L.I.P..

Major Medical - Effective May 1, 1991, annual deductibles of \$15 (\$10) for single coverage and \$25 (\$20) for family coverage.

Vision - Effective May 1, 1991, the maximum claim is \$90 (\$60) every 2 years.

Hearing - Effective May 1, 1991, maximum lifetime claim is \$500 (\$300) per person.

Dental - Effective May 1, 1991, employer pays 75% (50%) of premium costs.

Continuation of Benefits - Effective April 17, 1991, employer continues to share premium costs for health and welfare benefits during the first 17 weeks of maternity/adoption leave (new).

Transfer Allowance: \$4 (\$3) per shift when an employee is assigned responsibilities of a classification outside the bargaining unit for a period in excess of one-half of one shift.

St. Catharines General Hospital - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from October 11, 1989 to October 10, 1991, covering 467 employees, settled by arbitration. Duration of negotiations - 17 months.

Wages:	Effective	<u>Oct. 11/89</u>	<u>Oct. 11/90</u>
	General Increases	8%	7%

Skilled Trades Adjustments*	50¢ for Journeyman; 25¢ for Maintenance	50¢ for Journeyman; 25¢ for Maintenance
Housekeeping Aide 0-1 year	\$12.069-\$12.281 (\$11.175-\$11.371)	\$12.914-\$13.141
R.N.A. 0-2 years	\$13.443-\$13.708 (\$12.447-\$12.693)	\$14.384-\$14.668
Journeyman 0-6 months	\$16.468-\$16.695 (\$14.748-\$14.958)	\$18.156-\$18.399

* Applied prior to general increases.

Other terms of settlement are similar to those reported for Toronto East General Hospital and Service Employees, Local 204 (service workers) in the November 1990 report.

St. Joseph's Religious Hospitaliers of Hotel Dieu at Kingston - Local 443, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time office, clerical and technical employees): A 23-month renewal agreement effective from May 24, 1990 to April 30, 1992, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	May 24/90	May 24/91
	General Increases	8%	7%
	Additional Adjustments*	25¢ for Ward Clerk	25¢ for Ward Clerk
	Clerk (Mail Room)	\$10.49-\$12.33 (\$9.71-\$11.42)	\$11.22-\$13.19
	Senior Admitting Clerk	\$14.96 (\$13.85)	\$16.01
	Communications Co-ordinator	\$16.76 (\$15.52)	\$17.93

* Applied prior to general increases.

Maximum rate for Clerk is reached after 3 years.

Bereavement Leave: Maximum 3 consecutive working days. (Previously, 3 consecutive days.)

Paid Vacation: 4 weeks after 5 (8) years of service, 5 after 15 (17) and 6 after 25 (new).

Health and
Welfare:

Dental - Employer pays 75% (50%) of the premium costs for full-time employees. Coverage continues to be based on the current year's ODA fee schedule.

Employer pays premium costs on a pro-rated basis for part-time employees choosing to participate in benefit plans (new). 10% pay in lieu of benefits continues for employees not opting into the plans.

St. Joseph's Religious Hospitaliers of Hotel Dieu at Windsor - Local 210, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): A 24-month renewal agreement* effective from April 1, 1989 to March 31, 1991, covering 340 employees, settled by arbitration. Duration of negotiations - 23 months.

* Previously, two collective agreements.

Wages:

Effective	<u>Apr. 1/89</u>	<u>Oct. 1/89</u>	<u>Apr. 1/90</u>
General Increases	8%		7%
Additional Adjustments	15¢ for R.N.A	15¢ for R.N.A.	15¢ for R.N.A.
Cafeteria Helper	\$11.046-\$11.583 (\$10.228-\$10.725)		\$11.819-\$12.394
Cook	\$12.681-\$13.124 (\$11.742-\$12.152)		\$13.569-\$14.043
R.N.A.	\$12.520-\$13.242 (\$11.454-\$12.122)	\$12.670-\$13.392	\$13.707-\$14.479

Effective	<u>Oct. 1/90</u>
Additional Adjustment	15¢ for RNA
R.N.A.	\$13.857-\$14.629

Maximum rates are reached after two 6-month increases.

Paid Vacation:

Full-time - Effective January 1, 1991, 5 weeks after 15 (17) years of service and 6 after 21 (new).

Part-time - Effective January 1, 1991, 5 weeks at 10% after 18 years of service (new).

Bereavement
Leave
(Part-time
employees):

1 day's paid leave upon death of brother-in-law, sister-in-law, son-in-law, daughter-in-law, stepfather, stepmother and stepchild (new).

Health and Welfare: Drugs - \$1.50 (\$1) deductible per prescription.

Vision (new) - Effective March 6, 1991, employer pays 100% of premium costs. Maximum claim is \$90 per person every 2 years.

St. Michael's Hospital and 175 other hospitals, province-wide - Ontario Nurses' Association (Ind.): Three hundred and six 24-month renewal agreements effective from April 1, 1991 to March 31, 1993, covering 40,339 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Oct. 1/91</u>
	Increases	0%-14.4% for Registered Nurse 0 to 9 steps	0%-4.37% for Registered Nurse 0 to 9 steps

Registered Nurse 0-9 years	\$16.81-\$23.59 (\$16.81-\$20.62)	\$16.81-\$24.62
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Effective	<u>Apr. 1/92</u>
Increases	0%-8.33% for Registered Nurse 0 to 9 steps

Registered Nurse 0-9 years	\$16.81-\$26.67
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Related Maximum Experience Allowance: Effective April 1, 1991, 1 year's credit for each year of experience to a maximum of level 6. (Previously, for every 2 years of experience.)

Shift Premium: Effective April 1, 1991, 0-\$1-\$1.25 (0-45¢-45¢).

Charge Nurse Premium: 60¢ (40¢) per hour for employee in charge of a group or unit.

Weekend Premium: \$1.35 (45¢) per hour worked between midnight Friday and midnight Sunday, or such other 48 hour period agreed between the employer and employee.

Responsibility Pay: \$1.20 (75¢) per hour when assigned responsibilities of a higher classification for a full shift or more.

Standby Pay: \$2.50 (\$2.10) per hour on a regular work day and \$3 on a paid holiday (new).

Paid Parental Leave (new): Effective April 1, 1991, maximum 10 weeks at the difference between 75% of wages and the UIC benefit.

Payment in Lieu Fringe Benefits (Part-time): 13% (14%) of straight time rate, except 9% for employees enrolled in the hospital pension plan (new).

Central Negotiating Committee: Maximum 8 (7) employees paid at regular rate for negotiating meetings up to and including conciliation.

Committee Meeting Leave (new): No loss of earnings for time spent during regular working hours for attending meetings. Time spent in meetings outside regular working hours are paid a straight time hourly rate.

Sunnybrook Hospital at Toronto - Local 777, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from October 11, 1989 to October 10, 1991, covering 1,266 employees, settled by arbitration. Duration of negotiations - 18 months.

Wages:	Effective	<u>Oct. 11/89</u>	<u>Jan. 1/90</u>	<u>Oct. 11/90</u>
General Increases		8%		7%
Skilled Trades Adjustments*	25¢ and 50¢ for some classifications			25¢ and 50¢ for some classifications
Pay Equity Adjustments			4¢-\$2.26 for certain classifications	
Housekeeping Aide	\$12.120-\$12.306 (\$11.222-\$11.394)	\$12.830-\$13.016	\$13.728-\$13.927	
R.N.A.	\$13.443-\$13.707 (\$12.447-\$12.692)	\$15.703-\$15.967	\$16.802-\$17.085	
Electrician	\$16.331-\$16.692 (\$14.621-\$14.956)			\$18.009-\$18.395

* Applied prior to general increases.

Maximum rates for Housekeeping Aide and R.N.A. are reached after 2 annual increases and for Electrician after 1 annual increase.

Paid Vacation (Full-time Employees): 3 weeks after 2 (3) years of service, and 4 after 6 (8). Effective October 11, 1990, 4 weeks after 5.

Vacation Pay (Part-time Employees): 4% after 5,175 (5,850) hours of service, 6% after 3,450 (5,850), 8% after 10,350 (13,800), 10% after 25,875 (29,250) and 12% after 43,125 (48,750). Effective October 11, 1990, 8% after 8,625.

Paid Sick Leave (Full-time Employees): Eligibility is 3 (6) months of service.

Health and
Welfare
(Full-time
Employees):

Major Medical - Effective January 1, 1991 deductibles of \$15 (\$10) for single coverage and \$25 (\$20) for family coverage.

Vision - Effective January 1, 1991, maximum claim is \$90 (\$60) every 2 years.

Hearing - Effective January 1, 1991, maximum lifetime claim is \$500 (\$300).

Dental - Effective January 1, 1991, employer pays 75% (50%) of premium costs. Coverage continues to be based on the current year's ODA fee schedule.

Job Security:

Bargaining unit work only performed by non-bargaining unit employees for the purpose of instruction or in emergency situations. (Previously, only non-bargaining unit supervisors were excluded from bargaining unit work if it resulted in lay-off, loss of seniority or reduced benefits for bargaining unit employees.)

Meal Allowance:

\$5 (\$4) after 3 hours of overtime. Up to \$10 when required to travel in an ambulance with a patient during assigned meal period.

Uniform
Allowance
(Full-time
Employees):

\$70 (\$60) per year.

Welland County General Hospital - Local 204, Service Employees International

(AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from October 11, 1989 to October 10, 1991, covering 341 employees, settled by arbitration. Duration of negotiations - 15 months.

Wages:

Effective	<u>Oct. 11/89</u>	<u>Oct. 11/90</u>
General Increases	8%	7%
Skilled Trades Adjustments*	50¢ for Plumber, Electrician and Millwright; 25¢ for Maintenance A, Painter and Carpenter	50¢ for Plumber, Electrician and Millwright; 25¢ for Maintenance A, Painter and Carpenter
Housekeeping Aide 0-1 year	\$12.07-\$12.282 (\$11.176-\$11.372)	\$12.915-\$13.142
R.N.A. 0-2 years	\$13.443-\$13.707 (\$12.447-\$12.692)	\$14.384-\$14.666

Electrician	\$16.433-\$16.661	\$18.118-\$18.362
0-6 months	(\$14.716-\$14.927)	

* Applied prior to general increases.

Other terms of settlement are similar to those reported for Toronto East General Hospital and Service Employees, Local 204 (service workers) in the November 1990 report.

West Park Hospital at Etobicoke - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from October 11, 1989 to October 10, 1991, covering 413 employees, settled by arbitration. Duration of negotiations - 16 months.

Wages:	Effective	<u>Oct. 11/89</u>	<u>Oct. 11/90</u>
	General	8%	7%
	Increases		
	Skilled Trades	50¢ for	50¢ for
	Adjustments*	Electrician,	Electrician,
		Plumber, Carpenter	Plumber, Carpenter
		& System Mechanic;	& System Mechanic;
		25¢ for Painter	25¢ for Painter
	Housekeeping	\$12.036-\$12.306	\$12.878-\$13.167
	Attendant	(\$11.144-\$11.394)	
	0-1 year		
	R.N.A.	\$13.443-\$13.706	\$14.384-\$14.665
	0-2 years	(\$12.447-\$12.691)	
	System	\$16.934-\$17.204	\$18.654-\$18.943
	Mechanic	(\$15.18-\$15.43)	
	0-6 months		

* Applied prior to general increases.

Other terms of settlement are similar to those reported for Toronto East General Hospital and Service Employees, Local 204 (service workers) in the November 1990 report.

Extendicare Health Services Inc., Beacon Hill Lodges Inc., Diversicare Inc., and Versa-Care Ltd., various centres in Ontario - Various Locals, Service Employees International (AFL-CIO/CLC) (full-time, part-time service employees): Several 24-month renewal agreements, the majority of which are effective from January 1, 1991 to December 31, 1992, covering 4,079 employees, settled by arbitration. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>
	General Increases	3%	3%
	Additional Adjustments	25¢ per hour for RNA	25¢ per hour for RNA
	Housekeeping Aide	\$10.96-\$11.68 (\$10.64-\$11.34)	\$11.29-\$12.03
	RNA	\$12.87-\$13.58 (\$12.25-\$12.94)	\$13.51-\$14.24
	Effective	<u>Jan. 2/92</u>	<u>July 1/92</u>
	General Increases	3%	3%
	Housekeeping Aide	\$11.63-\$12.39	\$11.98-\$12.76
	RNA	\$13.91-\$14.66	\$14.33-\$15.10
	Maximum rates are reached after 2 years.		
Paid Vacation:	Effective July 1, 1991, 5 weeks at 10% after 15 (18) years of service for full-time employees and after 27,000 (32,400) hours paid for part-time employees. Effective July 1, 1992, 4 weeks at 8% after 8 (9) for full-time employees and after 14,400 (16,200) hours paid for part-time employees.		
Bereavement Leave:	Up to 4 (3) days' paid leave upon death of spouse, child or step-child and 1 day for niece or nephew (new).		
Paid Maternity Leave (new):	Effective January 1, 1992, 2 weeks at 75% of weekly wage plus an additional 15 weeks at the difference between 75% of weekly wage and UIC benefit.		
Education Leave:	Paid leave for upgrading employment qualifications as required by the employer (new).		
Health and Welfare:	<u>Vision</u> - Maximum claim is \$90 (\$60) per person every 2 years. <u>Dental</u> - Coverage is based on the 1990 (1989) ODA fee schedule. Effective January 1, 1992, 1991 ODA fee schedule.		

PERSONAL SERVICES

Textile Rental Institute of Ontario, Industrial and Commercial Laundries Division at Toronto, Stoney Creek and Mississauga - Local 351, Textile Processors (Ind.): A 33-month renewal agreement effective from March 21, 1991* to December 31, 1993, covering 504 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

* Previous agreement was scheduled to expire December 31, 1991, was terminated early by the Ontario Labour Relations Board.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	Increases			
	General Help	40¢	40¢	Wage reopener
	Classified Help and Skilled Trades	5%	5%	
	General Help	\$8.70 (\$8.30)	\$9.10	
	Classified Help	\$10.55 (\$10.05)	\$11.08	
	Maintenance	\$12.74 (\$12.13)	\$13.38	
Paid Vacation:	5 weeks after 25 (26) years of service. Effective January 1, 1992, 4 after 14 (15).			
Bereavement Leave:	2 (1) days' paid leave upon death of brother or sister.			
Health and Welfare:	<u>Employer Contribution</u> - Effective March 1, 1991, \$90 (\$85) per month per employee. Effective January 1, 1992, \$95.			

MISCELLANEOUS SERVICES

Ontario Dairy Herd Improvement Corporation, province-wide - Various locals, Ontario Public Service Employees (NUPGE) (CLC) (full-time clerical and technical employees and field officers): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>
	General Increases	60¢	15¢
	<u>Weekly Rates</u> 36.25 hours per week		
	Mail Clerk	\$344.52-\$377.91 (\$322.77-\$356.16)	\$349.96-\$383.35
	<u>Annual Rates</u> 1,885 hours per year		

Programmer/Analyst	\$38,606-\$43,258 (\$37,475-\$42,127)	\$38,889-\$43,541
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Effective	<u>Jan. 1/92</u>	<u>July 1/92</u>
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General Increases	4%	1%
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Mail Clerk	\$363.96-\$398.68	\$367.60-\$402.67
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Programmer/Analyst	\$40,444-\$45,282	\$40,849-\$45,735
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Maximum rates are reached on merit.

Paid Travel Time (new): 1 credited hour for every 70 kilometres beyond 2,425 kilometres travelled during a 6 week period for Field Officers and Service Technicians.

Bereavement Leave: 1 day's paid leave upon death of aunt, uncle, niece or nephew (new).

Paid Maternity Leave (new): 75% of weekly wage for the 2-week waiting period.

Paid Parental Leave (new): 75% of weekly wage for the 2-week waiting period if employee on leave for at least 8 weeks.

Paid Sick Leave: Eligibility is 60 (20) consecutive days worked.

Health and Welfare: Continuation of Benefits - Employer continues to pay its share of premium costs for health and welfare benefits for employee on LTD. (Previously, during first 18 months only.)

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (technical services category): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 4,916 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/91</u>
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General Increase	5.8%
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Weekly Rates

Technician 2, Survey 40 hours per week	\$492.00-\$538.72 (\$465.03-\$509.19)
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Vocational Training	\$973.11-\$1178.51
Supervisor 1	(\$919.76-\$1113.90)
Minimum 36 1/4 hours per week	

Maximum rates are reached on merit in annual or semi-annual steps depending on classification.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (correctional services category): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 3,559 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Jan. 1/91</u>
	General Increase	5.8%
	Correctional Officer 2	\$18.17-\$20.79 (\$17.17-\$19.65)
	Trade Instructor 3	\$23.34-\$24.63 (\$22.06-\$23.28)

Maximum rates are reached in annual steps on merit.

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC) (office administration group): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 15,323 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/91</u>
	General Increase	5.8%
	<u>Hourly Rates</u>	
	Office Administration 1	\$13.87-\$15.03 (\$13.11-\$14.21)

Weekly Rates

36.25 hours per week

Supreme Court Reporter 1	\$808.97-\$939.17 (\$764.62-\$887.68)
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Previous rate for Office Administration 1 reflects a pay equity adjustment of 68¢ per hour effective December 31, 1990.

Maximum rates are reached in annual steps on merit.

Ontario Government - Ontario Public Service Employees Union (NUPGE) (CLC)
(maintenance services category): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 4,802 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/91
	General Increase	5.8%
	Additional Adjustments	30¢ per hour for MS 02B Group (excluding Maintenance Machinist), MS 02C (excluding Maintenance Welder & Prepatrator 1,2), MS 03B, MS 04 and MS 06 (excluding Thermal Operators 1-4)

Weekly Rates

36.25 hours per week

Operator 1, Bindery Equipment	\$441.37-\$480.51 (\$417.17-\$454.17)
Highway Equipment Supervisor 3	\$964.50-\$1047.13 (\$911.63-\$989.73)

Maximum rates are reached in annual steps on merit.

Workers' Compensation Board, province-wide - Local 1750, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from October 1, 1990 to September 30, 1991, covering 2,350 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Oct. 1/90	Jan. 1/91
	General Increase	5.8%	
	Pay Equity Adjustments		17¢-\$34.13

Weekly Rates

Clerical and Administrative
 36 1/4 hours per week

Salary Grade 001 (Records Control Clerk 3)	\$454.87-\$485.55 (\$429.65-\$458.93)	\$455.04-\$485.72
Salary Grade 009 (includes Buyer-DRC)	\$688.37-\$818.94 (\$650.63-\$774.05)	

Industrial

37 1/2 hours per week

Salary Grade 021	\$444.26
(Sewing Machine Operator)	(\$419.91)

Salary Grade 032	\$739.31
(includes Electrician)	(\$698.78)

Maximum rate for Records Clerk is reached after three 6-month increases and for Buyer-DRC after 3 years.

Previous rates for Records Control Clerk 3 reflect pay equity adjustments on January 1, 1990 of \$45.99-\$46.02 per week.

Shift Premium: 0-60¢-65¢ (0-55¢-60¢).

Paid Leave on Temporary Assignment (new): Employee receives higher classification rate, if applicable, while on leave for up to 10 days.

Severance Pay: Cash payout of unused sick leave (unchanged) plus 1 week's pay per year of service, to a maximum of 26 weeks' pay, for employee with 5 or more years of service who is provided with alternative employment in lieu of layoff but declines such employment (new).

Cash payout of unused sick leave (unchanged) plus 1.5 week's pay per year of service for employee with 1 to 5 years of service, 2 week's pay for employee with 5 to 20 years and 2.5 week's pay for employee with 21 or more years.

Health and Welfare: Dental - Effective April 1, 1991, coverage is extended to include crowns, dentures, bridgework inlays and orthodontics, with 50%-50% co-insurance and a maximum lifetime of \$2,500 for orthodontic services (new).

Continuation of benefits (new) - Employer continues to pay health and welfare premiums for up to 6 months, with the exception of LTD, for employee unable to displace another employee at time of lay-off and accepting severance pay.

Meal Allowance: Effective March 28, 1991, breakfast is \$6.15 (\$4.50), lunch \$10.20 (\$7.50) and dinner \$15 (\$11).

Mileage Allowance: 32.5¢ per kilometre for travel in Southern Ontario and 33¢ (29.5¢) per kilometre for Northern Ontario, for 0-8,050 kilometres; 26.5¢ and 27¢ per km respectively, for 8,051-24,160 kms; and 21.5¢ and 22¢ respectively, for over 24,161 kms.

LOCAL ADMINISTRATION

Hamilton City Corporation and Hamilton-Wentworth Regional Municipality at Hamilton - Local 5, Canadian Union of Public Employees, (CLC) (outside employees): Two 36-month renewal agreements effective from January 16, 1991 to January 15, 1994 and ratified in February, 1991, covering 703 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 16/91</u>	<u>Jul. 16/91</u>
	General Increases	4%	2%
	Labourer	\$14.303 (\$13.753)	\$14.589
	Motor Mechanic	\$17.487 (\$16.814)	\$17.836

	Effective	<u>Jan. 16/92</u>	<u>Jul. 16/93</u>
	General Increases	5%	5%
	Labourer	\$15.319	\$16.085
	Motor Mechanic	\$18.726	\$19.663

Student Rate - \$10 for term of agreement. (Previously, \$12.853-\$13.300.)

Lump Sum Payment: Effective no later than March, 1991, \$250 per eligible employee.

Shift Premium: Effective January 16, 1992, 0-50¢-50¢ (0-45¢-45¢). Effective January 16, 1993, 0-55¢-55¢.

Acting Pay: Employee transferred to higher rated position for 3 (4) hours, receives appropriate rate in the higher position.

Paid Clean-Up Time (new): Up to 10 minutes before breaks, meals and at quitting time.

Health and Welfare: Life Insurance and AD & D - Effective January 16, 1992, benefit is equal to 2 (1 1/2) times annual salary.

Life Insurance for Retirees - Effective January 16, 1992, benefit is 2 (1/2) times annual salary.

Dental - Coverage continues to be based on current year's ODA fee schedule.

Tool Allowance (new): Maximum \$250 per year for vehicle mechanics to replace obsolete tools.

Cleaning Allowance: Service extended to motor mechanics in region. (Previously, city mechanics only..)

Meal Allowance: \$6 (\$5.50). Effective January 16, 1993, \$6.50.

Mileage Allowance: 36¢ (34¢) per km for the first 5,000 km per year and 23¢ (20¢) per km in excess of 5,000. \$100 per eligible employee for Insurance premium.

Literacy Programme Leave (new): Leave with pay for employee enrolled in Literacy in the Workplace Programme.

Waterloo Regional Municipality - Local 1883, Canadian Union of Public Employees (CLC) (inside and health unit employees): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 306 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>
General Increase		5.5%	
Additional Adjustments		*	Salary grid modified
Pay Equity Adjustments		0-96¢	0-96¢
Clerk IV 0-2 years		\$20,439-\$23,223	\$21,312-\$24,224
Land Purchasing Officer 0-2 years		\$41,023-\$46,628 (\$42,092-\$44,197)	

* Major restructuring of salary grid, including reclassifications and internal equity adjustments.

Shift Premium: Effective April 1, 1991, 0-65¢-65¢ (0-58¢-58¢).

Standby Pay: Effective April 1, 1991, \$140 (\$98) per week, plus an additional \$15 per day for any specified holiday falling in this period (new).

Paid Vacation: 5 weeks after 16 (17) years of service and 6 after 24 (25). 1 additional day per year of service beyond 24 years, to a maximum of 1 additional week's vacation (new).

Sick Leave: Credits will be debited by 1 (1 1/2) hours' pay per day while in receipt of Workers Compensation Benefits.

Maximum 5 days per year of accumulated sick leave may be used for family illness (new).

Health and
Welfare:

Vision - Maximum claim is \$200 (\$160) every 2 years.

Dental - Major restorative rider is added with 50%-50% co-insurance and a maximum annual claim of \$3,000.

Continuation of Benefits - Employer continues to share premium costs for health and welfare benefits for up to 17 weeks for maternity leave, 18 weeks for parental leave and 8 weeks for adoption leave. (Previously, up to 6 months for maternity leave and 4 months for adoption leave.)

Mileage and
Car Allowance:

Effective March 1, 1991, 33¢ (28.5¢) per km. Minimum \$78 (unchanged) per month.

Meal Allowance:

Effective April 1, 1991, \$7.50 (\$7).

Addenda

February 1991 Settlements

FOOD AND BEVERAGE

Ault Foods Limited at London, Local 647, Teamsters (AFL-CIO): Two* 36-month renewal agreements effective from January 1, 1991 to December 31, 1993, covering 210 employees, settled with mediation assistance and ratified in February, 1991. Duration of negotiations - 4 1/2 months.

* Previously, one collective agreement.

Wages:

Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
Increases			
Full-time	5%	5%	5%
Temporary	3%	3%	3%
Additional Adjustments	Minor restructuring of wage schedule		
General III (Packer)	\$15.28 (\$14.55)	\$16.04	\$16.84
Wholesale Services (Milk) Driver	\$16.78 (\$15.98)	\$17.62	\$18.50
Electrician	\$17.43 (\$16.60)	\$18.30	\$19.22

Shift Premium: Effective January 1, 1992, \$17 (\$15) per week for the early shift and \$22 (\$20) per week for the late shift.

Skilled Trades

Rotational Shifts - Maintenance Plant

Mechanic with no trade papers - 75¢ per hour.
Mechanic with trade papers - 90¢ per hour.
Electrician with no trade papers - 20¢ per hour.
Electrician with trade papers - 50¢ per hour.
Assistant Foreman with no trade papers - 85¢ per hour.
Assistant Foreman with trade papers - \$1 per hour.

Bathurst Location

Rotational shift premiums for Garage Mechanics equal to Maintenance Plant.

Non-Rotational Shift

Garage Mechanic with Class A licence - 25¢ per hour.
Garage Mechanic with Refrigeration licence - 25¢ per hour.
General Maintenance with Welding Ticket - 10¢ per hour.
General Maintenance with s/s Welding Ticket - 10¢ per hour.

Economic Adjustments (Full-time): 60¢ per hour worked for all employees with 12 months of service on January 1, 1991. (Previously, lump sum payments of \$300 paid semi-annually and pro-rated for all employees.)

Paid Vacation: 4 weeks after 10 (11) years of service and 5 after 18 (20).
Bereavement Leave: 1 day's paid leave to attend funeral upon death of grandparent (new).

Health and Welfare: Weekly Indemnity - Effective March 1, 1991, benefit payable on a 1/1/4/52 (1/4/52) basis.

Semi-Private Hospitalization - Effective March 1, 1991, employer pays 100% of costs. (Previously, maximum \$50.)

Dental - Coverage is based on the 1990 (1989) ODA fee schedule. Plan is Blue Cross Plan No. 9 (7). Effective January 1, 1992 and 1993, the 1991 and 1992 ODA fee schedules respectively.

Pension Plan: Current Voluntary Plan frozen.

Employer Contribution - Effective April 1, 1991, \$10 per week per employee to a Registered Pension Plan, with matching contributions by the employee. Effective January 1, 1992 and 1993, \$12.50 and \$15 respectively.

Meal Allowance: \$5.50 (\$4.50) after 3 hours of overtime.

Safety Shoe Allowance: Maximum \$75 plus G.S.T. per pair twice per calendar year. (Previously, maximum \$60 per pair twice per calendar year.)

Tool Allowance: \$250 (\$200) for Certified Trades, and \$100 for General Maintenance - 401 Plant only (new).

Hostess Frito-Lay Company, previously, General Foods Inc., Hostess Food Products Limited Division, at Cambridge - Local 461, Retail Wholesale Employees (AFL-CIO/CLC) (production employees and transport drivers): Two 35-month renewal agreements effective from February 2, 1991 to January 5, 1994, covering 416 employees, settled with mediation assistance and ratified in February, 1991. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>	<u>Jan. 1/92</u>
Pay Equity Adjustments*		14¢	13¢	13¢
Packer		\$11.60 (\$11.46)	\$11.73	\$11.86
Garage Mechanic		\$15.90 (\$15.90)	\$15.90	\$15.90
Effective		<u>July 1/92</u>		<u>Jan. 6/93</u>
General Increase				3%
Pay Equity Adjustments*		13¢		
Packer		\$11.99		\$12.35
Garage Mechanic				\$16.38

* Applies to certain classifications only.

Lump Sum Settlement Payment: Effective March 2, 1991, \$1,000 per active employee. Effective January 5, 1992, \$1,000.

Health and Welfare: Major Medical - Annual deductibles of \$25 for single coverage and \$50 for family coverage, with 80%-20% co-insurance for the first \$1,500 and 100% reimbursement thereafter. (Previously, \$10 deductible for single and family coverage, and 100% reimbursement.)

Vision - Maximum claim is \$125 (\$95) every 2 years.

Dental - Coverage is based on previous year's ODA fee schedule. (Previously, the 1988 ODA fee schedule.) Annual deductibles of

\$25 for single coverage and \$50 for family coverage. Coverage is extended to include minor restorative services with 100% reimbursement and major restorative and orthodontic services with 50%-50% co-insurance (new).

LTD - Benefit payable to age 65. (Previously, variable term depending on length of service.)

Pension Plan: Basic Benefit - Effective March 2, 1991, \$19 (\$18) per month per year of service. Effective January 1, 1992 and 1993, \$20 and \$21 respectively.

EDUCATION AND RELATED SERVICES

Haldimand Board of Education at Cayuga - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 220 employees, settled at the bargaining stage and ratified in February 1991. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>
General Increases		6%	*
Teacher-Category 1 0-11 years		\$28,317-\$47,694 (\$26,714-\$44,994)	
Teacher-Category IV 0-11 years		\$33,712-\$59,613 (\$31,804-\$56,239)	
Vice-Principal 0-3 years		\$65,798-\$70,564 (\$62,074-\$66,570)	
Principal 0-4 years		\$73,211-\$79,558 (\$69,067-\$75,055)	

* Increase to equal the percentage increase in the average of the Ontario CPI and All-Canada CPI, from June 1990 to June 1991, plus 0.75%, capped at 7% of salary increase.

Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Major Medical - Effective September 1, 1991, employer pays 100% (90%) of premium costs.

Ministry of Labour



Ontario

Industrial Relations Division

Office of Collective Bargaining Information

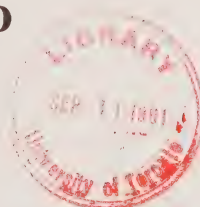
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COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO

APRIL 1991



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in April, 1991. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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FOOD AND BEVERAGE

Ault Foods Limited, Black Diamond Cheese Division, previously Canada Packers Inc., at Belleville - Local 555, Energy and Chemical Workers (CLC): A 35-month renewal agreement effective from April 7, 1991* to February 28, 1994, with wages retroactive to March 1, 1991, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

* Previous agreement expired February 28, 1991.

Wages:	Effective	<u>Mar. 1/91</u>	<u>Mar. 1/92</u>	<u>Mar. 1/93</u>
Increases				
Class 1-6		80¢	60¢	75¢
Class 7 and Maintenance		90¢	65¢	80¢
COLA Fold-in		11¢		
Pay Equity		18¢ for Class 1		
Skilled Trades Adjustment			5¢	
Class 1 (includes Cafeteria Help)		\$14.30 (\$13.21)	\$14.90	\$15.65
Class A-1 Electrician Mechanic		\$15.70 (\$14.69)	\$16.40	\$17.20

Previous rates reflect 4¢ COLA folded into wages during previous agreement.

COLA: 1¢ per 0.4 point increase in the CPI - 1971=100, using the March 1991 index as the base. Triggered at 5% annually, adjusted and folded in annually. Effective March 1, 1992 and 1993, if the proposed productivity bonus programme generates a greater return than the COLA formula, the COLA provision will be deleted (new).

Shift Premium: Effective March 1, 1992, 0-42¢-47¢ (0-40¢-45¢). Effective March 1, 1993, 0-44¢-49¢.

License Premium (new): 25¢ per hour worked for certified electricians and industrial mechanics.

Bereavement Leave: Up to 3 days' paid leave upon death of grandparents-in-law and 1 day to attend the funeral of aunt or uncle of employee's current spouse (new).

Health and Welfare: AD & D (new) - Effective March 1, 1992, employer pays 100% of the premium costs for a benefit of \$10,000.

Dental - Effective March 1, 1992, employer pays 100% of the premium costs for basic coverage. (Previously, employee paid.)

Severance Pay (new): \$800 per year of service for employee with 5 or more years of service who is terminated due to permanent plant closure. Effective March 1, 1992 and 1993, \$900 and \$1000 respectively.

Safety Shoe Allowance: Effective April 7, 1991, maximum \$85 (\$80) per year. Effective March 1, 1992 and 1993, \$90 and \$95 respectively.

Tool Allowance (Mechanics): Maximum \$105 (\$100) per year. Effective March 1, 1992 and 1993, \$110 and \$115 respectively.

Omstead Foods Limited at Wheatley - Local 459, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1991 to March 27, 1993, covering 500 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages: Effective Apr. 1/91

No increase in rates
that were in effect at the
expiry of the previous agreement.

Full-time employees

General Workers	\$13.12 (\$13.12)
"A" Class Refrigeration	\$15.45 (\$15.45)

COLA Provision: 44¢ COLA generated during previous agreements continues to float.

Inoperative. (Previously, 1¢ per 0.5 point change in the CPI-1981=100 using the base of 136.4. Adjusted semi-annually.)

Bereavement Leave: Up to 3 (1) days' paid leave upon death of brother/sister-in-law.

Paid Union Leave: Maximum of 5 hours per week for Chief Steward for union business (new).

Labour/Management Committee Leave (new): Maximum 4 employees paid at regular rate to attend monthly meetings.

Pension Plan: Employer Contribution - Effective on April 6, 1991, October 1, 1991, April 1, 1992 and October 1, 1992, \$105 per seniority employee.

Nabisco Brands Canada Limited, Grocery Division at Niagara Falls, Local 101, Firemen and Oilers (AFL-CIO/CLC): A 37-month renewal agreement effective from December 1, 1990 to January 5, 1994, covering 255 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Dec. 1/90</u>	<u>Dec. 1/91</u>	<u>Dec. 1/92</u>
General Increases		75¢	80¢	85¢
Additional Adjustments		30¢-50¢ for certain classifications		
Skilled Trades Adjustment		30¢		
General Help		\$14.27 (\$13.52)	\$15.07	\$15.92
Electrician		\$17.99 (\$16.94)	\$18.79	\$19.64

Lump Sum Settlement Payment: \$400 per employee.

Hours of Work: 30 minute paid lunch (new).

Shift Premium: Effective April 14, 1991, 0-50¢-55¢ (0-45¢-50¢). Effective December 1, 1992, 0-50¢-60¢.

Temporary Responsibility Pay: \$1 (75¢) per hour over highest classification supervised.

Bereavement Leave: 5 (3) days' paid leave upon death of spouse or child.

Paid Vacation: Effective January 1, 1991, 5 weeks after 18 (19) years of service.

Health and Welfare: Life Insurance and AD & D - Effective April 1, 1991, benefit is \$30,000 (\$28,000).

LTD - Effective April 1, 1991, maximum monthly benefit is \$1,800 (\$1,500).

Vision - Effective April 1, 1991, maximum claim is \$125 (\$100) every 2 years.

Hearing (new) - Effective April 1, 1991, maximum claim is \$500 every 5 years.

Dental - Coverage continues to be based on previous year's ODA fee schedule.

Safety Shoe Allowance: Effective January 1, 1991, \$60 (\$55) per year.

Tool Allowance: Effective January 1, 1991, \$175 (\$150) per year.

Meal Allowance: Effective April 14, 1991, \$6 (\$5). Effective December 1, 1992, \$7.

Severance Pay: 1 week's pay for each year of service to a maximum of 26 (previously, as per Employment Standards Act).

Weston Bakeries Limited, Dupont Plant at Toronto - Local 647, Teamsters (AFL-CIO):
A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 220 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
General Increases		85¢	85¢
Additional Adjustments	Minor restructuring of wage schedule		
Skilled Trades Adjustment		10¢ for Maintenance	
Production Help		\$16.32 (\$15.47)	\$17.17
Maintenance Mechanic A		\$18.96 (\$18.01)	\$19.81

The following benefits are effective May 6, 1991 unless otherwise noted:

Health and Welfare: Life Insurance and AD & D - Maximum benefit is \$17,000 (\$15,000). Effective January 1, 1992, \$18,000.

LTD - Benefit is \$900 (\$750) per month.

Vision - Maximum claim is \$125 (\$120) every 2 years.

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Continuation of Benefits - Employer continues to pay health and welfare premiums for 2 (1) months following the month in which employee is laid-off.

Meal Allowance: \$4 (\$3) after 10 hours.

Tool Allowance: Employer pays 100% (80%) of the cost of replacement to a maximum of \$310 (\$300) per year. Effective January 1, 1992, \$320.

Safety Shoe Allowance: \$80 (\$70) per year.

Job Security: Guarantee of employment until October 31, 1991 for employees on the 2 bread shifts (new).

Hershey Canada Inc., at Smith Falls - Local 461, Retail Wholesale Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1991 to January 31, 1994, covering 545 employees, settled with mediation assistance. Duration of negotiations - 2 1/2 months.

Wages:	Effective	Feb. 1/91	Feb. 1/92	Feb. 1/93
General Increases		60¢	55¢	70¢
Skilled Trades Adjustments		40¢	35¢	40¢
Additional Adjustment	Certain reclassifications; 0-15¢ per hour for Moulding Operator			
Production I (includes General Labour)		\$11.22-\$11.51 (\$10.62-\$10.91)	\$11.77-\$12.06	\$12.47-\$12.76
Maintenance Specialist with 2 tickets		\$16.08-\$16.63 (\$15.08-\$15.63)	\$16.98-\$17.53	\$18.05-\$18.63

Start rate for Production is \$10.92 (\$10.32) for first 20 working days. Effective February 1, 1992 and 1993, \$11.47 and \$12.17 respectively.

Maximum rates are reached after 2 years.

Health and Welfare: Major Medical - \$20 (\$8) per visit to health practitioners to a maximum of \$250 (\$200) per year. \$15 (\$10) per day for convalescent care to a maximum of 120 days. Effective February 1, 1992 and 1993, \$20 and \$25 per day respectively.

Vision (new) - Maximum claim is \$50 every 2 years. Effective February 1, 1993, \$100.

Dental - Coverage is based on 1990 (1985) ODA fee schedule.

Pension Plan: Effective February 1, 1993, pension service prior to January 1, 1991 will be calculated on 1989 (1984) earnings or YMPE.

Pension Service Upgrade - One lump sum adjustment equal to 1/2 of plan eligible years for which the employee did not contribute, calculated on 1984 earnings/YMPE.

Safety Shoe Allowance: Effective February 1, 1992, \$75 (\$70) per year.

Tool Allowance: \$140 (\$120) per year. Effective February 1, 1992 and 1993, \$145 and \$160 respectively.

RUBBER AND PLASTICS PRODUCTS

Gates Canada Inc., at Brantford - Local 733, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 28, 1991 to April 27, 1994, covering 404 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Apr. 28/91</u>	<u>Apr. 28/92</u>	<u>Apr. 28/93</u>
General Increases		30¢	30¢	25¢
COLA*		10¢	10¢	10¢
Skilled Trades Adjustments			10¢	10¢

* Boxed COLA, not added to rates.

Non-Incentive Rates

Belt Utility	\$8.663 (\$8.363)	\$8.963	\$9.213
2nd Class Stationary Engineer	\$11.748 (\$11.448)	\$12.148	\$12.498

COLA Provision: Formula inactive as previously. \$3.737 COLA was accumulated under previous agreements and continues to float. 10¢ boxed COLA added in each contract year.

Lump Sum Payment: \$75 per employee on active payroll April 28, 1991.

Paid Vacation: New hires limited to maximum 4 weeks for the term of this agreement.

Vacation Pay: Minimum \$350 (\$300) per week for employee who did not work the full preceding vacation year due to illness or injury .

Education Leave (new): Regular pay for work time spent at upgrading courses for skilled trades.

Paid Union Leave (new): Employer contributes 24 hours' pay at "A" rate CAP plus boxed COLA per month to the union.

Health and Welfare: Life Insurance - Benefit is \$18,000 (\$17,000). Effective April 28, 1992 and 1993, \$19,000 and \$20,000 respectively.

Life Insurance for Retirees - Benefit is \$7,500 (\$7,000).

Vision - Maximum claim is \$125 (\$115) every 2 years.

Hearing - Effective May 1, 1991, maximum benefit is \$350 (\$300).

Bridging Survivor Benefit - Maximum \$300 (\$250) per month for eligible spouse.

Pension Plan: Basic Benefit - \$21 (\$19.50) per month year of service. Effective April 28, 1992, \$21.50.

Supplemental Benefit - \$13 (\$12) per month per year of service to maximum 30 (25) years.

Education Allowance (new): Employer pays 100% of tuition fees and 100% for required texts for approved courses for skilled trades.

Safety Shoe Allowance: \$65 (\$50) per year.

PAPER AND ALLIED

Boise Cascade Canada Ltd. at Fort Frances and Kenora - Locals 238, 306 and 92*, Canadian Paperworkers (CLC), Locals 559 and 1744, Electrical Workers (IBEW) (AFL-CIO/CLC), Locals 490 and 771, Machinists (AFL-CIO/CLC), Local 488, Office and Professional Employees (AFL-CIO/CLC) and Local 1330, United Paperworkers (AFL-CIO/CLC): Nine 36-month renewal agreements effective from May 1, 1990 to April 30, 1993, covering 1,227 employees, settled with mediation assistance. Duration of negotiations - 11 months.

* Previously, United Paperworkers (AFL-CIO/CLC).

Wages:	Effective	<u>May 1/90</u>	<u>Apr. 7/91</u>	<u>May 1/91</u>	<u>May 1/92</u>
	General	85¢		5.5%	5.5%
	Increases				

Skilled Trades Flexibility Adjustments	50¢ for Journeyman A & above
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Machinists-Fort Frances
Paper Division

Mill Labourer	\$16.29 (\$15.44)	\$17.19	\$18.13
Senior Mechanic Journeyman	\$21.49 (\$20.64)	\$21.99	\$23.20
		\$24.48	

Hours of Work: Day Workers (Fort Frances)- 30-minute paid lunch (new) and a 15-minute break (2-10 minute breaks.)

Shift Premium: Effective May 1, 1991, 0-40¢-60¢ (0-40¢-55¢).

Trades Flexibility Premium (new): Locals 771 & 490, Machinists, Local 92, Canadian Paperworkers, Local 1330, United Paperworkers - Effective subsequent to training period, 50¢ per hour for tradesperson on shift performing flexible duties.

Pay for Work on Paid Holidays: Employees required to work if mill is in operation on New Year's Day, Easter and Canada Day, receive holiday pay, double time and 1 or 2 paid holidays, depending on number of hours worked (new).

Vacation Pay: Effective April 7, 1991, 2.4% (2%) of gross earnings.

Health and Welfare: LTD - Benefits for employees disabled for 5 or more years are increased in accordance with the general salary increases.

Semi-Private Hospitalization - Effective May 1, 1991, employer pays 100% of the premium costs. (Previously, maximum of \$4 per month for single coverage and \$8 for family coverage.)

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Continuation of Benefits (new) - Major medical, drugs, standard ward coverage and dental, paid for 6 months for surviving spouse and dependents.

Pension Plan: Retiree Pension Adjustment - Effective January 1, 1991, employees who retired prior to May 1, 1987 receive a one-time adjustment equal to a 3% increase per year of retirement (new).

Early Retirement Bridging Benefit - \$24 (\$22) per month per year of service.

Safety Shoe Allowance: \$40 (\$32.50) per year.

Job Security: No tradesperson, helper or apprentice will be laid off as a direct result of the implementation of the Trades Flexibility clause (new).

Domtar Inc., Domtar Fine Papers Division at Cornwall and St. Catharines - Locals 77, 212, 338 and 68, Canadian Paperworkers (CLC): Two 36-month renewal agreements effective from May 1, 1990 to April 30, 1993, and one 36-month agreement effective from October 1, 1990 to September 30, 1993, covering 1,445 employees, settled with mediation assistance. Duration of negotiations - 12 months.

Wages:	Effective	<u>May 1/90</u>	<u>Apr. 7/91</u>	<u>May 1/91</u>	<u>May 1/92</u>
General Increases		85¢		5.5%	5.5%
Skilled Trades Adjustments			50¢ per hour for Class A and above; 25¢ for Class B and 15¢ for Class C		

Cornwall

Labourer	\$14.88 (\$14.03)		\$15.70	\$16.56
Tradesman "A"	\$18.97 (\$18.12)	\$19.47	\$20.54	\$21.67

St. Catharines

Labourer	\$14.26 (\$13.41)		\$15.04	\$15.87
Tradesman "A"	\$18.43 (\$17.58)	\$18.93	\$19.97	\$21.07

Trades Flexibility Premium (new): 50¢ per hour for tradesperson on shift.

Shift Premium: Effective May 1, 1991, 0-40-60¢ (0-40¢-55¢).

Pay for Work on Paid Holidays: St. Catharines - Employees required to work if mill is in operation on Victoria Day, Canada Day and Thanksgiving Day, receive holiday pay, double time and an additional payment of 1 hour at rate of job being performed for each hour worked (new).

Cornwall - The above provision applies on Canada Day, Easter Monday and non-operating day of Easter Sunday (new).

Vacation Pay: Effective April 7, 1991, 2.4% (2%) of annual earnings per week of entitlement.

Health and Welfare: Weekly Indemnity - Maximum benefit is \$425 (\$365) or the UIC maximum, whichever is greater. Effective May 1, 1992 and 1993, \$450 and \$500.

Life Insurance for Retirees - Benefit is \$7,500 for employee aged 58 to 64 and \$5,000 if aged 65. (Previously, \$4,000 for all retirees.)

Dental - Coverage continues to be updated each May 1 to the previous year's ODA fee schedule.

Pension Plan: Bridge Benefit - \$24 (\$22) per month per year of service for employee aged 58 or 59 and \$15 if aged 60 to 65.

Safety Shoe Allowance: \$55 (\$40) per year.

MacMillan Bloedel Limited at Sturgeon Falls - Local 7135, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from May 1, 1990 to April 30, 1993, covering 260 employees, settled with mediation assistance. Duration of negotiations - 11 months.

Wages:	Effective	<u>May 1/90</u>	<u>May 1/91</u>	<u>May 1/92</u>
General Increases		4%	4%	3%
Additional Adjustments		20¢ for Head Floorman & Fabricating Trucker; 15¢ for Floorman		
Strapper-Prime Siding (Paint Line)		\$14.965 (\$14.390)	\$15.563	\$16.029
Journeyman A		\$19.364 (\$18.620)	\$20.138	\$20.742
Machine Tender (Paper Machine)		\$19.739 (\$18.980)	\$20.528	\$21.143

Paid Lunch Period: Day Workers - 30 minutes (new).

Shift Premium: Effective May 1, 1991, 0-40¢-60¢ (0-40¢-55¢).

Shift Millwright Premium (new): Effective when details are developed, 68¢ per hour.

Vacation Pay: Effective May 1, 1990, 2.4% (2%) of gross earnings in the previous year.

Bereavement Leave: One day's paid leave upon death of brother/sister-in-law (new).

Health and Welfare: LTD - Effective for employee disabled after May 1, 1990, 55% (50%) of regular earnings to a maximum of \$2,000 per month. Benefit increased in accordance with the general increases to a maximum of \$2,000 per month.

Dental - Coverage continues to be based on previous year's ODA fee schedule. Coverage extended to include Pit and Fissure Sealants.

Meal Allowance: \$11 or hot meal after 1 hour of overtime. (Previously, hot meal only.)

Paperboard Industries Corporation, Trent Valley Division at Glen Miller - Local 1489, Canadian Paperworkers (CLC): A 36-month renewal agreement effective September 15, 1990 to September 14, 1993, covering 230 employees, settled at the conciliation officer stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Sept. 15/90</u>	<u>Apr. 28/91</u>	<u>Sept. 15/91</u>	<u>Sept. 15/91</u>
General Increases		\$1.00		5.5%	5.5%
Skilled Trades Adjustment			50¢ for Tradesman "A" and above		
Additional Adjustments			Certain classification additions & deletions		
Trades Labourer		\$14.96 (\$13.96)		\$15.78	\$16.65
Machine Tender (West Mill)		\$17.51 (\$16.51)		\$18.47	\$19.49
Engineer 2nd class		\$17.91 (\$16.91)		\$18.89	\$19.93

Shift Premium: Effective April 25, 1991, 0-45¢-55¢ (0-42¢-52¢).

12-hour Shift- 67¢ (63¢) per hour.

Overtime Pay: Tour Workers - Double-time (time and one-half) after 12 hours per day.

Pay for Work on Paid Holidays: If mill is in operation, employee receives 12 hours' statutory holiday pay (new) plus double-time for all hours worked (unchanged).

Vacation Pay: 2.4% (2%) of previous year's gross earnings per week with a minimum of 40 hours' pay.

Health and Welfare: Life Insurance and AD & D - Effective September 15, 1991, benefit is \$35,000 (\$30,000).

Life Insurance for Retirees - Effective May 1, 1991, benefit is \$3,500 (\$3,000).

Weekly Indemnity - Effective May 1, 1991, maximum benefit is \$408 (\$358). Effective January 1, 1992 and 1993, \$430 and \$454 respectively.

Vision - Effective May 1, 1991, maximum claim is \$80 (\$75) every 2 years. Effective September 15, 1991, \$90.

Dental - Coverage continues to be based on previous year's ODA fee schedule.

Meal Allowance: \$7.50 (\$6.50). Effective September 15, 1992, \$8.

Medical Certificate Allowance: Maximum \$10 (\$5) for certificate required for Weekly Indemnity or LTD claims. Effective September 15, 1992, \$15.

Abitibi-Price Inc., Hilroy Division at Toronto - Local 1144, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from January 1, 1991 to December 31, 1993, covering 230 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Apr. 27/91</u>
General Increase		5%	
Skilled Trades Adjustments			20¢ for certain classifications
Additional Adjustments		Some re-classifications	25¢ - 50¢ for certain classifications
General Help*		\$11.00-\$13.25 (\$10.75-\$12.62)	
Electrician-Electronics		\$19.97 (\$19.02)	\$20.17
Effective		<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
General Increases		5%	5%
Skilled Trades Adjustments		20¢ for certain classifications	

General Help	\$11.00-\$13.91	\$11.00-\$14.61
Electrician/ Electronics	\$21.39	\$22.46

* Start rate increased by 25¢ and then frozen for the term of the agreement.

Maximum rate for General Help is reached after 6 (12) months.

Shift Premium: Effective April 27, 1991, 0-50¢-60¢ (0-45¢-45¢).

12-Hour Shift (new) - 37¢ for all hours.

Overtime Pay: Seven Day Operation (new) - Time and one-half for all regular hours worked on Sunday.

Lead Hand Premium: Effective April 27, 1991, 60¢ (50¢) per hour. Effective January 1, 1992 and 1993, 65¢ and 70¢ respectively.

Paid Vacation: Effective October 1, 1991, 6 weeks after 30 years of service (new).

Health and Welfare: Unless otherwise stated, the following changes are effective May 1, 1991.

Life Insurance - Benefit is \$22,000 (\$21,000). Effective January 1, 1992, \$25,000.

AD & D - Benefit is \$44,000 (\$42,000). Effective January 1, 1992, \$50,000.

Life Insurance for Retirees - Effective January 1, 1992, benefit is \$2,000 (\$1,500).

Life Insurance for Dependents - Benefit is \$3,000 (\$2,500) for spouse and \$1,500 (\$1,000) for children.

Weekly Indemnity - Effective April 27, 1991, benefit is \$410 (\$370). Effective January 1, 1992 and 1993, \$430 and \$450 respectively.

LTD - Maximum monthly benefit is \$1,700 (\$1,600). Effective January 1, 1992, \$1,800.

Drugs - Maximum annual claim is \$3,000 (\$2,000 every 3 years).

Vision (new) - Effective June 1, 1991, employer pays 100% of the premium costs. Maximum claim is \$80 every 2 years for employee and dependents.

Dental - Coverage is based on 1989 (1988) ODA fee schedule. Effective January 1, 1992 and 1993, the 1990 and 1991 schedules respectively.

Continuation of Benefits - Life Insurance, Drug and Dental benefits extended until date of recovery for sick or disabled employee. (Previously, to a maximum of 26 weeks.)

Pension Plan: Employer continues to contribute to plan while employee is on LTD (new).

Meal Allowance: Effective April 27, 1991, \$6 (\$5.50). Effective January 1, 1993 \$6.50.

PRIMARY METAL

Hudson Bay Diecasting Limited at Brampton - Local 1285, Canadian Autoworkers (CLC): A 36-month renewal agreement effective from June 1, 1991 to May 31, 1994, covering 302 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>June 1/91</u>	<u>June 1/92</u>	<u>June 1/93</u>
	COLA	4%	4%	4%
	Guarantee*			
	Racker,	\$15.43-\$15.55		
	Quality	(\$15.43-\$15.55)		
	Control			
	Tool and Die	\$18.05-\$18.21		
	Maker	(\$18.05-\$18.21)		

Previous rates reflect \$1.5875 COLA folded into wages during the previous agreement.

Maximum rates are reached after 90 days.

COLA: 1¢ per 0.078 point increase in the CPI - 1986=100, using the January 1991 (1988) index of 125.0 as the base. Adjusted and folded into rates quarterly. (Previously, 1¢ per 0.16 point increase in the 1981=100 index, basic formula remains unchanged.)

* COLA to be capped at 4%. However, in the event the CPI does not increase by 4%, COLA will be calculated as if it had.

Paid Rest Period: 10 minutes after 2 hours of overtime (new).

Shift Premium: Paid on overtime hours (new).

Overtime Pay: Time and one-half for first eight hours (unchanged) and double time thereafter for Saturday (new).

Reporting Pay: On day off, a minimum of 4 hours' pay at overtime rate. (Previously, at premium rate for hours worked and balance of up to 4 hours at regular rate.)

Paid Holidays: Effective for 1991 only, Christmas period is 8 (7) days for a total of 14 (13) days.

Health and Welfare: Life Insurance and AD & D - Effective June 1, 1992, benefit is \$29,000 (\$27,000).

Weekly Indemnity - Vacation time and pay can be deferred if ill at time (new).

Dental - Coverage continues to be based on the current ODA fee schedule.

Continuation of Benefits (new) - Coverage continues for 30 days following lay off.

Safety Shoe Allowance: \$70 (\$60) per year.

Union Education Fund: 2¢ (1¢) per hour worked per employee for paid education leave.

Retiree Christmas Bonus: \$150 to current retirees (unchanged).

Substance Abuse Programme (new): Benefits will be continued while employee on medically prescribed course of treatment. One substance abuse committee member paid for time spent administering programme.

NON-METALLIC MINERAL PRODUCTS

Electro Porcelain Co. Ltd. at Waterloo - Local 7581, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 6, 1991 to April 9, 1993, covering 240* employees, settled at the direct bargaining stage. Duration of negotiations - 1 month.

* Includes 50 employees currently on lay-off status.

Wages:	Effective	<u>Dec. 28/91</u>	<u>Dec. 26/92</u>
Pay Equity Adjustments	4¢, 22¢ & 45¢ per hour for Dust Automatic, WD3 Assembler & Wire Process Operator respectively	37¢ per hour for WD3 Assembler & 47¢ for Wire Process Operator and Dust Automatic respectively	
General Labourer	\$10.59 (\$10.59)	\$10.59	
Tool & Die Maker	\$18.26 (\$18.26)	\$18.26	

COLA: 15¢ COLA generated during previous agreement continues to float.
Effective April 11, 1992, 1¢ per 0.30 (0.32) point change in the CPI - 1971=100, using the February 1991 index as the base.
Trigger eliminated. (Previously, triggered at 4%.)

Health and Welfare: Life Insurance - Effective June 1, 1992, maximum benefit is \$19,000 (\$18,000).
Life Insurance for Retirees - Effective January 31, 1992, \$2,500 (\$2,000) for employee with 25 years of service.

Dental - Effective June 1, 1992, coverage is based on the 1991 (1988) ODA fee schedule.

Pension Plan: Employer Contribution - Effective January 1, 1993, 2% (1.75%) of straight time hourly earnings for time workers and 2% (1.75%) of 12 week average hourly earnings for incentive workers.

Disability Pension (new) - Employee aged 55 with 10 years of coverage in the plan, receives a benefit based on the number of hours worked.

CHEMICAL AND CHEMICAL PRODUCTS

Cyanamid Canada Inc. at Niagara Falls - Local 536, Electrical Workers (UE) (CLC):
A 24-month renewal agreement effective from February 1, 1991 to January 31, 1993, covering 228 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Feb. 1/91	Feb. 1/92
General Increases		5%	5%
Additional Adjustment		Minor restructuring of wage schedule	
Group N3 (includes Production Helper)		\$15.35 (\$14.62)	\$16.12
Instrument Electrician		\$19.61 (\$18.68)	\$20.59

Shift Premium: 0-58¢-63¢ (0-55¢-60¢). Effective February 1, 1992, 0-61¢-66¢.

Sunday Premium: Effective February 1, 1992, \$2.15 (\$2) per hour worked.

Bereavement Leave: Maximum 7 paid calendar days leave upon death of spouse. (Previously, 3 scheduled working days.)

Health and Welfare: Weekly Indemnity - Maximum benefit is \$545 (\$494).

Vision - Maximum claim is \$150 (\$120) every 2 years.

Dental - Coverage continues to be based on the current ODA fee schedule.

Meal Allowance: Effective April 3, 1991, \$5.25 (\$5). Effective February 1, 1992, \$5.50.

Safety Shoe Allowance: Effective January 1, 1991, \$120 (\$110) per year. Effective January 1, 1992, \$130.

Re-Employment Assistance Plan Fund (new): Effective April 4, 1991, employer contributes \$15,000 to a fund providing assistance to permanently laid off employees.

MISCELLANEOUS MANUFACTURING

Canadian General-Tower Limited at Cambridge - Local 862, Rubber Workers (AL-CIO/CLC): A 36-month renewal agreement effective from March 1, 1991 to February 28, 1994, covering 327 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 1/91</u>	<u>Mar. 1/92</u>	<u>Mar. 1/93</u>
General Increases		79¢	65¢	55¢
Internal Equity Adjustments		5¢-35¢ depending on classification		
Skilled Trades Adjustments		45¢; 15¢ for Oiler Stockkeeper		
Serviceman		\$13.74 (\$12.95)	\$14.39	\$14.94
Electrician		\$17.09 (\$15.85)	\$17.74	\$18.29

COLA: 14¢ per hour COLA was generated during the previous agreement and paid as a lump sum payment.

Effective April 1, 1993, 1¢ per 0.3 point change in the CPI - 1971=100, using the February 1993 (1990) index as the base. Triggered at 5% and capped at 20¢. (Basic formula is unchanged.)

Shift Premium: 0-41¢-48¢ (0-37¢-43¢).

Paid Vacation: Effective March 1, 1993, 6 weeks after 29 (30) years of service.

Health and
Welfare:

Note - Effective March 1, 1992, a flexible benefits plan will be introduced offering various contribution options. Details are not available at this time.

Life Insurance - Benefit is \$26,000 (\$20,000).

Weekly Indemnity - Benefit is \$408 (\$318).

Vision - Maximum claim is \$145 (\$120) every 2 years.

Dental - Effective March 1, 1991, January 1, 1992 and 1993 respectively, coverage continues to be based on the previous year's ODA fee schedule.

Hearing - \$600 (\$500) lifetime maximum claim.

Pension Plan:

Money Purchase Plan (new) - Employer Contribution - \$70 per employee per month, with optional employee contributions of \$10 or \$20 per month which will be matched by the employer to a maximum contribution of \$90. Cash pay-out may be used to purchase an annuity of choice upon retirement. (Previously, a money-defined plan, which provided a basic monthly benefit of \$16 per month per year of service for each employee.)

Meal Allowance:

\$6.25 (\$5.25). Effective March 1, 1992 and 1993, \$6.50 and \$7 respectively.

Safety Shoe
Allowance:

Maximum \$60 (\$55) for first pair and \$30 (\$27.50) for second pair per year. Maximum \$90 (\$85) for first pair and \$70 (\$65) for second pair for mixing/printing department employees.

Paid Union
Leave Fund:

Effective March 1, 1992, maximum \$8.50 (\$8) per year times number of employees in the bargaining unit for union representative to attend to union business during working hours.

CONSTRUCTION

Heavy Construction Association of Windsor (Sewer, Watermain and Road Work) at OLRB Area 1 - Local 793, International Operating Engineers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1991 to April 30, 1993, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

Package:

Effective

May 1/91

May 1/92

Increases

15¢ for Kent
County employees;
75¢ for Essex
County employees

17¢ for Kent
County; 75¢-\$1
for Essex County

Additional
Adjustments

Class A1A,
A6-1 and A6
are added

Class 4 Concrete Mixer Kent County	\$21.67 (\$21.52)	\$21.84
Class 1 Crane Operator Essex County	\$25.58 (\$24.83)	\$26.33
Class A1A Friction & Brake Hoisting Plant Operator Essex County	\$25.83 (new)	\$26.83

Package rates shown include wages, vacation and holiday pay, and employer contributions to welfare, pension and 13¢ to the training fund.

Welfare Fund:	Employer contributes 85¢ (80¢) per hour worked. Effective May 1, 1992, 91¢.
Pension Fund:	Employer contributes \$1.50 (\$1.40) per hour worked. Effective May 1, 1992, \$1.62.

COMMUNICATION

CFTO-TV Limited at Toronto - Local 79, Broadcast Employees (NABET) (AFL-CIO/CLC)
(technical, production, news and office divisions): A 32-month renewal agreement effective from April 29, 1991 to January 2, 1994, covering 400 employees, settled at the direct bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 29/91</u>	<u>Dec. 30/91</u>	<u>Dec. 28/92</u>
	Increases			
	Technical	0-2.7%	*4% to all groups except 2-5 which remain unchanged	*4% to all groups except 2-5 which remain unchanged
	Production	4% to Group scale only		
	Office & News	0-4%	0-4%	0-4%
	Additional Adjustment	Minor re-structuring of wage schedule		

Weekly Rates
Technical
Division

Group 1 (includes Cableperson) 0-2 years	\$384.40-\$458.40 (\$384.40-\$458.40)	\$400-\$476.80	\$416-\$496
Group 912 Senior VTR Editor 0-2 years	\$1,168 (\$1,122.80)	\$1,214.80	\$1,263.60

Lump Sum Settlement Payments:	* Lump sum and/or supplemental payments to equal 4% for incumbents whose pay scale or anniversary date will not provide the above increases.
Acting Pay:	Effective January 1, 1991, \$80 (\$75) for replacement Anchorperson for News Beat To-day, News Watch 5.30, World Beat and Night Beat. Effective January 1, 1992 and 1993, \$90 and \$95 respectively. Effective January 1, 1992, \$20 (\$15) per tour of duty when temporarily transferred to a higher classification.
Negotiation Leave:	Maximum 5 (10) employees paid at regular rate for attending negotiation meetings. 1 paid day off in lieu for meeting on scheduled day off (new).
Per Diem Allowance:	Effective January 1, 1992, \$57 (\$50) per day for out-of-town overnight assignment and \$3.25 (\$3) per hour or part thereof of incomplete working day.
Travel Allowance:	Effective December 30, 1991, \$11 (\$10) per tour during remote production in Zone 1. Effective December 28, 1992, \$12. Straight time hourly rate per hour worked beyond 8 hours for employee responsible for customs clearance of company equipment during international travel (new).
Meal Allowance:	Effective December 31, 1991, \$9 (\$8) for breakfast, \$14 (\$13) for lunch, \$25 (\$20) for dinner and \$9 (unchanged) for subsequent meal for employee on remote location.
Severance Pay:	1 week's straight time pay for each 4 (6) months' continuous service for employee whose job is affected by technological change.

CHUM Limited, Toronto (Ont.), City TV, CHUM/City Productions Limited and Muchmusic Network Divisions at Toronto - Local 723, Broadcast Employees (NABET) (AFL-CIO/CLC): A 36-month renewal agreement effective from April 1, 1991 to March 31, 1994, covering 300 employees; settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>	<u>Apr. 1/93</u>
General Increases		\$1,512 to each salary scale	5%	5%
Additional Adjustments		Some reclassifications		
<u>Annual Minimum Rates</u>				
Group A (includes Labourer)		\$20,712-\$23,712 (\$19,200-\$22,200)	\$21,744-\$24,888	\$22,824-\$26,136
Group D (includes Camera Operator)		\$25,824-\$35,304 (\$24,312-\$33,792)	\$27,120-\$37,080	\$28,488-\$38,928
Group I (Technician IV)		\$39,504-\$55,008 (\$37,992-\$53,496)	\$41,472-\$57,768	\$43,536-\$60,648
Maximum rates are reached after 36 months for Labourer, 60 months for Camera Operator and after 48 months for Technician IV.				
Night Shift Premium (new):	Effective April 1, 1992, \$1.50 per hour worked between 1 a.m. and 6 a.m..			
Acting Pay:	\$1 per hour per classification above regular classification to a maximum of \$3. (Previously, \$1 per hour.)			
Paid Holidays:	Effective April 1, 1992, 1 additional floating holiday is added for a total of 11 (10) days.			
Paid Vacation:	5 weeks after 17 years of service (new). Effective April 1, 1993, 4 weeks after 7 (8) years.			
Car Allowance:	30¢ (25¢) per km.			
Per Diem Allowance:	Maximum \$47.50 (\$43) when overnight accommodation is required. Effective April 1, 1992 and 1993, \$48.50 and \$50 respectively.			
Meal Allowance:	\$8 (\$7) for breakfast, \$11 (\$10) for lunch, \$17.50 (\$16) for dinner. Effective April 1, 1992, \$8.50, \$11.50 and \$18.50 respectively. Effective April 1, 1993, \$9, \$12 and \$19 respectively. \$9 (\$8) for subsequent meals. Effective April 1, 1992 and 1993, \$9.50 and \$10.00 respectively.			
Severance Pay:	3 (2) weeks' pay per year of service.			

Northern Telephone Limited, northern Ontario - Local 6, Communications-Electrical Workers (CLC) (full-time and part-time plant and office employees): A 36-month renewal agreement effective from February 24, 1991 to February 26, 1994, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 24/91</u>	<u>Dec. 22/91</u>
General Increases		3.7%	3.5%
Additional Adjustments*		1% to Clerk 3, 4, 5 and to Service Representative top rates	
Clerk 2 (37.5 hours per week)		\$364.67-\$436.76 (\$351.66-\$421.18)	\$377.43-\$452.05
Plant Step 3 (Labourer) (40 hours per week)		\$505.04 (\$487.02)	\$522.72
Plant Class I (includes Cable Splicer) (40 hours per week)		\$813.61 (\$784.58)	\$842.08
		<u>Aug. 1/92</u>	<u>May 23/93</u>
General Increases		3.7%	5%**
Clerk 2		\$391.39-\$468.78	\$410.96-\$492.22
Plant Step 3		\$542.06	\$569.16
Plant Class I		\$873.24	\$916.90

Maximum rate for Clerk 2 is reached after six six-month increases.

* Applied prior to the general increase.

** Effective January 13, 1994, increase to equal the percentage increase in the CPI from November 1992 and November 1993, triggered at 6.3%.

Shift Differential: 99¢-\$3.85 (90¢-\$3.85) per shift depending on number of hours worked in the off-normal period.

Weekend Differential: \$12 (\$6) for second Saturday worked on consecutive holiday weekends.

Paid Holidays (Full-time): Effective January 1, 1992, 1 additional floating day is added for a total of 13 (12) days after 7 years of service.

Bereavement Leave: (Full-time):	Up to 3 days' paid leave upon death of son/daughter-in-law (new).
Paid Maternity Leave (Full-time):	Effective January 1, 1992, maximum wage-related benefit is \$96 (\$90) per week, payable for 15 weeks following a 2-week waiting period. Maximum benefit is \$1,440 (\$1,200) per leave.
Paid Adoption Leave (Full-time) (new):	Effective April 27, 1991, maximum wage-related benefit is \$96 per week, payable for 10 weeks with a maximum benefit of \$960 per leave.
Health and Welfare:	<u>Major Medical (part-time)</u> - Employer pays 80% (70%) of premium costs. <u>Vision (part-time) (new)</u> - Effective April 27, 1991, maximum claim is \$80 every 2 years. <u>Dental (part-time)</u> - Employer pays 80% (70%) of premium costs. Effective January 1, 1993, dentures added with a maximum claim of \$240 per family every 4 years (new). <u>Dental (full-time)</u> - Effective January 1, 1992 and 1993, coverage is based on the 1989 (1987) and 1990 ODA fee schedules respectively. Effective January 1, 1993, dentures added with a maximum claim of \$300 per family every 4 years (new).
Pension Plan:	<u>Early Retirement</u> - Employee eligible for unreduced pension if at least age 57 and age plus years of service equal 85. (Previously, only eligible if aged 57 with at least 28 years of service.)
Safety Shoe Allowance:	<u>Overshoes</u> - Effective January 1, 1992 and 1993, \$25 (\$20) and \$30 respectively. <u>Boots</u> - \$95 (\$90) and \$100 respectively. <u>Shoes</u> - \$55 (\$50) and \$60 respectively.

ELECTRIC POWER, GAS AND WATER UTILITIES

North York City Hydro Electric Commission - Local 11, Canadian Union of Public Employees (CLC) (inside and outside employees): Two 24-month renewal agreements effective from April 1, 1991 to March 31, 1993, covering 376 employees, settled at the direct bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
	General Increases	5.25%*	4.5%*

Additional
Adjustment

Minor restructuring
of inside employees'
wage schedule

Outside Employees

Group 8 (includes Labourer) 0-1 year	\$17.13-\$18.02 (\$16.28-\$17.12)	\$17.90-\$18.83
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Group 3 (Const. & Maint. Lineman Journeyman)	\$23.07 (\$21.92)	\$24.11
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Group 1 (includes Technical Draftsman) 0-1 year	\$24.63-\$25.45 (\$23.40-\$24.18)	\$25.74-\$26.60
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Inside Employees

35 hours per week

Group 1 Office Clerk (Prev. File Clerk) 0-3 years	\$463.37-\$578.17 (\$440.26-\$549.33)	\$484.22-\$604.19
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Group 13 Programmer Analyst 0-5 years (0-3 years)	\$854.63-\$976.99 (\$840.63-\$893.42)	\$893.09-\$1020.95
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Previous rates for Office Clerk reflect pay equity adjustments made during the previous agreement of \$35.49 to top of range and \$35.62 to the balance.

* Additional increase to equal the percentage increase in the Toronto CPI from March 1991 to March 1992. Triggered at a 6.25% increase in the CPI. Effective in the second year, triggered at 5.5% increase in the CPI.

Shift Premium (Outside employees):	Effective April 1, 1992, \$1.10 (\$1.05) per hour worked for shift troublemen and operators. 70¢ (65¢) per hour for shifts other than 0800 to 1630 for other employees.
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Paid Maternity/ Parental Leave:	93% of weekly wage for the 2 week waiting period (new).
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Bereavement Leave:	5 (3) days' paid leave upon death of parent, spouse or child and 3 (1) days' for grandparent.
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Health and Welfare:	<u>Major Medical</u> - Paramedical services added with a maximum claim of \$350 per year (new).
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Vision - Maximum claim is \$175 (\$150) every 2 years.

Dental - Effective April 1, 1992, maximum lifetime claim is \$1,000 (\$500) for orthodontic services.

Safety Shoe Allowance: \$90 (\$85) per year for Group A and \$60 (\$55) per year for Group B.

Meal Allowance: \$7.75 (\$7.50). Effective April 1, 1992, \$8.00.

RETAIL TRADE

Valdi Foods (1987) Inc., province-wide - Local 175, Food and Commercial Workers (AFL-CIO/CLC) (part-time employees): A 36-month renewal agreement effective from January 1, 1991 to December 31, 1993, covering 1,000 employees, settled with mediation assistance. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Apr. 7/91</u>
	General Increases*	6%	
	Additional Adjustments		Restructuring of wage schedule
	Part-time Employee	\$5.50-\$9.85 (\$5.40-\$9.25)	
	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u> <u>July 1/93</u>
	General Increases*	5%	4%
	Additional Adjustment		30¢ for top rate
	Part-time Employee	\$5.75-\$10.45	\$6.00-\$10.75 \$6.00-\$11.05

Maximum rates are reached after 48 months.

Previous start rate reflects 65¢ increase as a result of an increase in the legislated minimum wage.

* Apply to employees hired prior to ratification.

Christmas Bonus: Effective December 1, 1991, \$15 (\$10) for employee with 6 months of continuous service, \$25 (\$20) after 1 year, \$50 (\$40) after 3 years and \$75 after 8 or more years (new).

Union Education Fund (new): Employer Contribution - Effective June 1, 1992, 1¢ per full-time regular employee. Effective June 1, 1993, 2¢ per hour.

Liquor Control Board of Ontario and Liquor Licence Board of Ontario, province-wide - Ontario Liquor Board Employees (NUPGE) (CLC) (full-time, part-time and casual employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering approximately 6,000 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/91	Jan. 1/92
General Increases		5.8%	4.9%
Additional Adjustment	\$1.00 to Licence Inspector Grade 2		
Clerk Grade 2		\$14.42-\$15.53	\$15.13-\$16.29
Clerical		(\$13.63-\$14.68)	
(36 1/4 hours per week)			
Liquor Store Clerk-Grade 2		\$15.97-\$16.90	\$16.75-\$17.73
(15-40 hours per week)		(\$15.09-\$15.97)	
(permanent part-time cashier)			
Licence Inspector Grade 2		\$20.97-\$23.78	\$22.00-\$24.95
(40 hours per week)		(\$18.82-\$21.48)	
Electronic Technician		\$22.12-\$23.32	\$23.20-\$24.46
(37 1/2 hours per week)		(\$20.91-\$22.04)	

Maximum rates are reached on merit.

Previous rates for Clerk Grade 2-Clerical reflect a pay equity adjustment of \$1.22 and for Liquor Store Clerk-Grade 2, \$1.44.

Changes below are effective May 1, 1991, unless otherwise stated.

Shift Premium:	80¢ (60¢) for all hours worked between 6 p.m. and 7 a.m.. Effective July 1, 1992, \$1 per hour.
Acting Pay:	\$8 per day (\$1 per hour) for acting as Store Manager for a minimum of 3 hours. Effective July 1, 1992, \$8.50.
Responsibility Pay:	\$1.20 (\$1) per hour worked in a higher classification.
Holiday Pay:	11 days, pro-rated, for permanent part-time employees on rotating schedule. (Previously, only if holiday fell a regularly scheduled work day.)
Paid Vacation:	6 weeks after 26 (27) years of service.
Health and Welfare:	Unless otherwise stated the following changes are effective July 1, 1991.

Life Insurance - Maximum benefit is \$20,000 (\$12,000) for full-time employees and \$10,000 (\$6,000) for part-time employees.

LTD (full-time) - Benefit for current recipients is increased by \$10 per month and \$25.00 per month for employee who began receiving benefits between January 1, 1987 and December 31, 1988.

Semi-Private Hospitalization - Maximum benefit is \$70 (\$60) per day. Effective July 1, 1992, \$80.

Major Medical - Maximum \$130 (\$125) for surgery in podiatrist's office; \$20 (\$15) per visit to chiropractor, osteopath, naturopath, podiatrist, physiotherapist, speech therapist and masseur; \$25 (\$20) per half-hour for psychologist for individual psychotherapy and/or testing and \$20 (\$15) per half-hour for other visits.

Vision - Employer pays 100% (50%) of premium costs. Maximum claim is \$135 (\$130) every 2 years for lenses and frames, and \$225 (\$200) every 2 years for contact lenses.

Hearing - Employer pays 100% (50%) of premium costs.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Effective January 1, 1991, employer pays 75% (60%) of premium costs. Effective January 1, 1992, 100%.

Board Business Allowance (Full-time): \$100 (\$90) per month for Liquor Licence Inspector conducting Board business at home. Effective July 1, 1992, \$110.

Meal Allowance: \$6 (\$5.25) after 2 hours of overtime.

Transfer Allowance (Full-time): \$5,000 for surplus employee transferred more than 50 kilometres (new).

Pay in Lieu of Notice: 4 (2) weeks notice or pay in lieu if less than 5 years of service, 6 (4) weeks after 5 years, and 10 (8) weeks after 10 years.

Severance Pay (Full-time): Maximum to equal annual salary at date of termination. (Previously, one-half of annual salary.)

FINANCE, INSURANCE AND REAL ESTATE

Canadian Imperial Bank of Commerce, Chargex Centre at Toronto - Local 2104B, United Steelworkers (AFL-CIO/CLC) (full-time and part-time employees): A 10 1/2 month renewal agreement effective from April 10, 1991*, to February 28, 1992, with wages retroactive to March 1, 1991, covering 373 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

* Previous agreement expired January 26, 1991.

Wages:	Effective	<u>Mar. 1/91</u>
	Increases	2.5% to minimum and maximum of ranges**
	Clerk 1 (File Clerk)	\$8.72-\$10.28 (\$8.51-\$10.03)
	Clerk 8 (includes Senior Collection Officer)	\$15.71-\$19.66 (\$15.33-\$19.18)

Maximum rates are reached on merit.

** Wage rates below the new minimum for range increased to new minimums, following which all employees receive 5.5%. Pro-rated for employees with less than 12 months' service.

Shift Premium: 0-59¢-59¢ (0-55¢-55¢).

Meal Allowance: \$9 (\$8.50) after 2 hours of overtime.

Safety Shoe Allowance: Maximum \$64 (\$60) plus sales tax, once per year for Statement Room employees.

Ontario Housing Corporation and Metropolitan Toronto Housing Authority at Toronto
- Local 767, Canadian Union of Public Employees (CLC)
(maintenance employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 733 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increase	5.8%	Wage Reopener
	Labourer	\$15.45 (\$14.60)	
	Shift Engineer 3rd Class	\$17.94 (\$16.96)	

Shift Premium: 85¢ (75¢) per hour worked between 5 p.m. and 7 a.m. Effective January 1, 1992, 95¢.

Weekend Premium: 95¢ (85¢) per scheduled hour worked on Saturday or Sunday. Effective January 1, 1992, \$1.

On-Site Premium (Caretaker): 85¢ (75¢) per hour worked between 4:30 p.m. and 12 midnight. Effective January 1, 1992, 90¢.

Lead Hand Premium: \$1.30 (\$1.20) per hour above the highest paid employee supervised. Effective January 1, 1992, \$1.35.

Instructor Premium (new): \$1 per hour.

Paid Vacation: 5 weeks after 15 (16) years of service.

Bereavement Leave: 1 day's paid leave to attend the funeral of a niece or nephew (new).

Paid Union Leave: Up to 25 (20) employee days per calendar year.

Health and Welfare: LTD - Benefit is 66 2/3 % (unchanged) of salary plus, an additional amount per month varying by the date on which the employee began receiving payment (new):

Date of Commencement	Benefit
Jan. 1, 1976 - Dec. 31, 1978	\$125
Jan. 1, 1979 - Dec. 31, 1981	\$85
Jan. 1, 1982 - Dec. 31, 1985	\$60

Major Medical - Paramedic services are added providing for up to \$20 per visit to a licensed chiropractor, podiatrist and chiropodist and up to \$50 per person for x-rays, to a maximum of \$100 per year (new).

Vision - Maximum claim is \$150 (\$100) per person every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule. 75%-25% (50%-50%) co-insurance for denture and re-alignment services. Maximum lifetime claim is \$2,000 for orthodontic services on 50%-50% co-insurance basis (new).

Meal Allowance (new): \$5 after 10 hours.

EDUCATION AND RELATED SERVICES

Brant County Board of Education at Brantford - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 670 employees, settled at the post fact-finder bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>
	Increases	6.2% for Teachers plus \$500 for Principal and \$300 for Vice-Principal	5.25%*

Teacher-Category D 0-6 years	\$23,009-\$29,501 (\$21,666-\$27,779)	\$24,217-\$31,050
Teacher-Category A1 0-10 years	\$27,388-\$47,052 (\$25,789-\$44,305)	\$28,826-\$49,522
Teacher-Category A4 0-11 years	\$32,551-\$59,650 (\$30,651-\$56,168)	\$34,260-\$62,782
Principal 0-3 years	\$66,441-\$70,305 (\$62,091-\$65,730)	\$69,929-\$73,996

* Additional increase to equal percentage increase in the CPI from May 1991 to May 1992, triggered at 5.25% and capped at 7%. Applied to grid, allowances and effective January 1, 1992, the Conference Fund.

Allowances: Responsibility - Increased by 6.2% and 5.25% on September 1, 1990 and September 1, 1991 respectively.

Extra Degree - Effective September 1, 1991, increased by 5.25%.

Health and Welfare: Vision - Effective September 1, 1991, maximum claim is \$150 (\$100) every 2 years for employee and spouse.

Dental - Coverage continues to be based on the previous year's ODA fee schedule. Effective May 1, 1991, plan extended to include dentures with a maximum claim of \$2,000 per person every 5 years on a 50%-50% co-insurance basis (new). Effective September 1, 1991, plan extended to include major restorative services, crowns and bridges on a 50%-50% co-insurance basis (new).

Conference Fund: Effective September 1, 1991, \$69,375 (\$63,440). Effective September 1, 1992, \$72,965.

Dufferin-Peel Roman Catholic Separate School Board at Mississauga - Teacher Assistants' Association (Ind.): A 24-month renewal agreement effective from September 1, 1990 to August 31, 1992, covering 210 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	Sept. 1/90	Jan. 1/91**
	General	5.5%	
	Increases*		
	Teacher-Assistant Category I 0-4 years	\$20,473-\$23,395 (\$19,142.22-\$21,911.03)	\$21,332-\$24,254

Teacher-	\$24,030-\$26,953	\$25,685-\$28,608
Assistant	(\$22,267.78-\$25,038.73)	
Category III		
0-4 years		

Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92**</u>	<u>Feb. 1/92</u>
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General
Increases* 5.4%

Additional Adjustment	Salary grid extended to 5 (4) years
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Teacher- Category I	\$22,530-\$25,608	\$23,390-\$26,469	\$23,390-\$27,199*
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Teacher- Category III	\$27,162-\$30,243	\$28,817-\$31,898	\$28,817-\$32,628*
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* Applied on pay equity adjusted rates.

** Reflect pay equity adjustments negotiated separately.

Sick Leave: Maximum accumulation is 220 (200) days.

Sick Leave Retirement Gratuity: Maximum 50% of salary at retirement or death for employee hired prior to August 31, 1978 with 10 or more years of service. (Previously, maximum \$1,000 after 10 years, \$1,500 after 15, \$2,000 after 20.)

Health and Welfare: Vision - Maximum claim is \$200 (\$150) every year.

Hearing - \$500 (\$300) every 5 years.

Medical Procedures Allowance (new): \$65 per month for teacher assistants carrying out catheterization and/or suctioning duties.

Lakehead Board of Education at Thunder Bay - Local 2486, Canadian Union of Public Employees (CLC) (full-time and part-time employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 237 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>	<u>Jan. 1/92</u>
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General Increases	5.1%	1.2%	5.5%*
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Skilled Trades Adjustments	25¢ per hour	15¢ per hour
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Cafeteria	\$10.276 (\$9.777)	\$10.399	\$10.971
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Head	\$15.683-\$16.073	\$15.871-\$16.266	\$16.744-\$17.161
Secondary Custodian	(\$14.922-\$15.293)		

Maintenance A-with trade certificate	\$17.347-\$17.739 (\$16.267-\$16.641)	\$17.555-\$17.952	\$18.670-\$19.089
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Maximum rates are reached after 12 months.

* Effective December 31, 1992, additional 1% increase if the CPI from October 1991 to October 1992 increases by 6.5%.

Paid Vacation: 3 weeks after 3 (4) years of service, 5 after 15 (16) and 6 after 25 (27).

Health and Welfare: Vision - Effective January 1, 1992, employer pays 75% (50%) of premium costs.

Clothing Allowance: Effective April 13, 1991, \$195 (\$100) per year.

Simcoe County Board of Education at Barrie - Local 1310, Canadian Union of Public Employees (CLC) (maintenance, service and plant operations employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 430 employees, settled at the conciliation officer stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General	75¢	75¢
	Increases		
	Group 5 (includes Custodian)	\$13.60-\$14.24 (\$12.85-\$13.49)	\$14.35-\$14.99
	Group 1 (includes Electrician)	\$17.10-\$17.54 (\$16.35-\$16.79)	\$17.85-\$18.29

Maximum rate for Custodian is reached after 2 years and for Electrician, after 1 year.

Shift Premium: Effective January 1, 1992, 0-30¢-30¢ (0-27¢-27¢).

Lead Hand Premium: Maintenance - 47¢ (44¢) per hour.

Custodian - 42¢ (40¢) per hour.

Certificate Premium: 48¢ (45¢) per hour for Custodian with Engineer's Certificate.

Bus Driver Premium: Minimum 1 hour's (\$2.95) pay for each regular noon hour kindergarten run.

Health and Welfare:	<u>Life Insurance</u> - Employer pays 100% (75%) of the premium costs for first \$25,000.
	<u>LTD (new)</u> - Employers pays 50% of the premium costs. Benefit is 66% of earnings.
	<u>Dental</u> - Effective May 20, 1991, employer pays 75% (70%) of the premium costs.
Safety Shoe Allowance:	\$55 (\$45) per year. Effective January 1, 1992, \$60.
Mileage Allowance:	Effective January 1, 1992, additional 7¢ (4¢) per kilometre for heavy hauling.
Bilingual Allowance:	28¢ (25¢) per hour for employee required to use French in the course of duties.

Welland County Roman Catholic Separate School Board at Welland - Local 1317, Canadian Union of Public Employees (CLC) (full-time and part-time office and clerical, caretaking and maintenance employees, library technicians, teaching assistants and bus drivers): A* 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 285 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

* Previously, 2 collective agreements.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	5.5%	5.5%
	<u>Schedule A</u>		
	Caretaker/ Bus Driver	\$13.43-\$14.47 (\$12.73-\$13.72)	\$14.17-\$15.27
	Maintenance	\$15.26-\$17.98 (\$14.46-\$17.04)	\$16.09-\$18.97
	<u>Schedule C</u> <u>Annual Rates</u>		
	Administration Category 1 (includes Mail Clerk) <u>0-5 years</u>	\$15,593-\$22,144 (\$14,780-\$20,990)	\$16,451-\$23,362
	Category 6 (Assessment Officer)	\$36,888 (\$34,965)	\$38,917

Maximum rates in Schedule A are reached after 6 months.

Shift Premium: 0-50¢-50¢ (0-45¢-45¢) for full-time employees. 50¢ (45¢) per hour after 7:30 p.m. for regular part-time employees.

Paid Vacation: Effective January 1, 1992, up to 50% of a vacation may be carried over for up to 2 years (new).

Paid Adoption Leave: 3 (1) days.

Paid Personal Leave: Effective January 1, 1992, 3 days to be deducted from sick leave for all regular full-time employees. (Previously, available only to regular full-time office, clerical, library technicians and teacher assistants.)

Emergency Leave: Effective January 1, 1992, up to 5 days' paid leave to be deducted from sick leave for all regular full-time employees for emergency situations. (Previously, available only to maintenance, caretaking & bus driving employees.)

School Closing Leave: Effective January 1, 1992, up to 5 days' paid leave to be deducted from sick leave for all regular full-time employees when school/office is closed due to emergency conditions. (Previously, available only for regular full-time office, clerical, library technicians and teacher assistants.)

Health and Welfare: Dental - Coverage continues to be based on the current ODA fee schedule. Effective May 1, 1991, coverage extended to include Blue Cross Rider #2 on a 50%-50% co-insurance basis. Effective January 1, 1992, Blue Cross Rider #3 is added with a maximum lifetime claim of \$1,000 per family member on a 50%-50% co-insurance basis and Rider #4 with a maximum of \$1,000 per family member on a 50%-50% co-insurance basis (new).

Safety Shoe Allowance (new): Maximum \$75 every 2 years for maintenance employees.

Wentworth County Board of Education at Ancaster - Local 1572, Canadian Union of Public Employees (CLC) (clerical, custodial, maintenance employees and teacher assistants): Three 24-month renewal agreements effective from January 1, 1991* to December 31, 1992 covering 400 employees, settled with mediation assistance. Duration of negotiations - 4 months.

* Previous agreement for teacher assistants expired October 1, 1990.

Wages:	Effective	<u>Nov. 1/90</u>	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	Increases	80¢ for Teacher Assistants	80¢ for all employees except Teacher Assistants	5%*; 5.2%** for Teacher Assistants

Clerical
Employees

Receptionist 0-3 years	\$11.60-\$12.74 (\$10.80-\$11.94)	\$12.18-\$13.38
Head Secretary 0-3 years	\$14.05-\$15.70 (\$13.25-\$14.90)	\$14.75-\$16.49

Custodial and
Maintenance
Employees

Cleaner 0-1 year	\$12.50-\$12.91 (\$11.70-\$12.11)	\$13.13-\$13.56
Maintenance 0-1 year	\$14.70-\$15.23 (\$13.90-\$14.43)	\$15.44-\$15.99

Teacher
Assistants

Teacher	\$12.35	\$12.99
Assistant	(\$11.55)	

** Additional increase to equal the percentage increase in the Ontario CPI (1986=100) from November 1990 to November 1991, triggered at 5% and capped at 7%. Triggered at 5.2% for teacher assistants.

Overtime Pay: Part-time - Custodial/Maintenance and Clerical - Time and one-half for employee required to work 50% beyond regular scheduled daily assignment or beyond 7 hours for clerical and 8 hours for custodial. (Previously, all hours beyond regular daily hours.)

Paid Vacation: One day per full month of service or major portion thereof for employee with less than 1 year of service. (Previously, 4% of pay as per Employment Standards Act.)

Bereavement Leave: Teacher Assistants - Minimum of 3 days' paid leave upon death of common-law spouse, step-parent, step-child, step-sister/brother (new). 5 days if burial is outside of province (new).

Staff Development Leave (new): One day per year per employee.

Health and Welfare: Vision - Maximum claim is \$175 (\$120 clerical and custodial/maintenance and \$100 teaching assistants) every 2 years.

Hearing - \$400 every 5 years for employee and family (new for teacher assistants).

Dental - Coverage continues to be updated each September 1 to the current year's ODA fee schedule. Effective January 1, 1992, the employer pays 75% of the premium costs for Blue Cross Riders for dentures, major restorative services, crowns and bridges on a 50%-50% co-insurance basis (new).

Part-time Clerical and Custodial/Maintenance - Benefit premiums to be pro-rated for employee working 50% or more of regular hours, with respect to Pension, Group Life, Dental and Supplementary Health. (Previously, employer paid 50% of the premium costs.)

Overnight
Travel
Allowance:

Teacher Assistants - Employee accompanying students on overnight trips paid for 12 (8) hours per day.

Education
Allowance:

Teacher Assistants (new) - Employer pays 50% of the costs of the job-related Board approved courses if successfully completed.

Safety Shoe
Allowance(new):

Custodial/Maintenance Unit - Maximum \$50 per year for maintenance workers.

Carleton University at Ottawa - University Professors (Ind.) (professors, librarians and instructors): A 36-month renewal agreement effective from May 1, 1991 to April 30, 1994, covering 750 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	May 1/91	May 1/92	May 1/93
General		6%	*	*
Increases				

Annual Floor Salaries

Librarian I	\$30,280 (\$28,570)
Librarian IV	\$52,150 (\$49,200)
Instructor I	\$28,370 (\$26,760)
Instructor III	\$38,300 (\$36,130)
Assistant Professor	\$35,320 (\$33,320)
Professor	\$58,280 (\$54,980)

Note: Effective May 1, 1992, Assistant Professor floor salary is increased by scale plus \$1,000.

Previous rates reflect a 6% increase on May 1, 1990 as a result of a conditional wage adjustment.

Non-Credit Language Teacher in CALS

Hourly Employees - Wages increased in accordance with the general salary increases.

12-Month Term Employees (new) - Eligible Non-Credit Language Teacher in CALS, after 5 years of service, is appointed to a renewable 12-month term position. Effective May 1, 1991, minimum salary is \$28,620. Effective May 1, 1992 and 1993, salary is increased in accordance with the general salary increases.

* Effective May 1, 1992, increase to equal the average monthly percentage increase in the Ottawa CPI for the 12 months preceding January 1, 1992, plus 1%. Effective May 1, 1993, increase to equal the average increase in the Ottawa CPI for the 12 months preceding January 1, 1993, plus 1%.

Progress
Through
the Ranks:

Increased in accordance with the general salary increases.

Scholarly/
Professional/
Research
Achievement
Awards:

Effective in 1991, plan includes 4 awards per year of \$10,000 each for teaching achievement (new).

Health and
Welfare:

Life Insurance - Effective May 1, 1992, employer pays 100% of premium costs (previously, \$18.48 per month) for twice nominal annual salary (unchanged).

Vision (new) - Effective September 1, 1992, employer pays 100% of premium costs. Maximum claim is \$120 per person every 2 years on a 80%-20% co-insurance basis .

Dental - Effective September 1, 1991, coverage is based on the 1989 (1988) ODA fee schedule. Effective September 1, 1992, coverage is based on the current ODA fee schedule and plan is extended to include orthodontic services with a maximum lifetime claim of \$1,000 per family member on a 50%-50% co-insurance basis (new).

Professional
Expense
Allowance:

\$600 (\$500) per year for the cost of books, equipment, memberships in professional associations, travel or other expenses related to the employee's professional/teaching duties.

HEALTH AND WELFARE SERVICES

Sunnybrook Health Science Centre at North York - Local 777, Service Employees International (AFL-CIO/CLC) (full-time and part-time office and clerical employees): Two 24-month renewal agreements effective from October 1, 1990 to September 30, 1992, covering 424 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Oct. 1/90</u>	<u>Oct. 1/91</u>
	General	8%	7%
	Increases		
	Porter Escort	\$11.552-\$12.599 (\$10.696-\$11.666)	\$12.361-\$13.481
	Health Records Technician	\$13.251-\$14.419 (\$12.269-\$13.351)	\$14.179-\$15.428

Additional Adjustments: Effective December 29, 1990, .7%-.8% for certain classifications.

Maximum rates are reached after 3 annual increases.

Other terms of settlement are similar to those reported for Toronto East General Hospital and Service Employees Local 204 (service workers) in the November 1990 report, except as noted below.

Paid Adoption Leave (new):	Maximum 15 weeks at the difference between 75% of wages and the UIC benefit, paid after a 2-week waiting period.
Court Attendance Leave:	Subpoenaed employee required to attend a work-related court case on a scheduled day off receives another day off or time and one-half for hours spent in court if the day off cannot be rescheduled (new).

Hamilton-Wentworth Regional Municipality, Macassa Lodge and Wentworth Lodge; and Hamilton-Wentworth Regional Health Unit* at Hamilton - Local 167 and 2176, Canadian Union of Public Employees (CLC) (service and health unit employees): Three 36-month renewal agreements effective from February 1, 1991 to January 31, 1994 covering 481 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

* Previous agreement expired December 31, 1990.

Wages:	Effective	<u>Feb. 1/91</u>	<u>Aug. 1/91</u>	<u>Feb. 1/92</u>
	General	4%	2%	5%
	Increases			

Macassa Lodge

Seamstress \$438.79-\$492.79 \$447.57-\$502.65 \$469.95-\$527.78
37 1/2 hours (\$421.91-\$473.84)
per week

Intake \$642.16-\$769.03 \$655-\$784.41 \$687.75-\$823.63
Counsellor (\$617.46-\$739.45)
35 hours
per week

Effective Feb. 1/93 Aug. 1/93

General Increases 3% 1%

Macassa Lodge

Seamstress \$484.05-\$543.61 \$488.89-\$549.05
37 1/2 hours per week

Intake Counsellor \$708.38-\$848.34 \$715.46-\$856.82
35 hours per week

Shift Premium: Effective February 1, 1992, 0-50¢-50¢ (0-45¢-45¢). Effective February 1, 1993, 0-55¢-55¢.

Paid Vacation: Macassa and Wentworth Lodges - Effective February 1, 1993, 3 weeks after 2 (3) years of service, 4 after 6 (7), 5 after 14 (15), 5 weeks plus 1 day after 17 (18), plus 2 days after 18 (19), plus 3 days after 19 (20), plus 4 days after 20 (21), 6 weeks after 23 (24) and 7 after 26 (27).

Bereavement Leave: 3 days' paid leave upon death of son/daughter-in-law (new).

Joint Job Evaluation Committee Leave (new): Employee receives pay for attendance at meetings with officials of the employer.

Health and Welfare: Life Insurance - Effective February 1, 1993, benefit is two times (one and one-half times) annual earnings.

Vision - Effective February 1, 1992, maximum claim is \$250 (\$200) every 2 years.

Hearing (new) - Effective February 1, 1992, maximum claim is \$300 every 3 years.

Mileage Allowance: 36¢ (34¢) per kilometre for the first 5,000 kms. per year and 23¢ (20¢) per km thereafter.

Vehicle Insurance Allowance (new): \$100 per year per eligible employee.

Ottawa-Carleton Children's Aid Society at Ottawa - Local 454, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time employees): Two 24-month renewal agreements effective from January 1, 1991 to December 31, 1992, covering 340 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>
	Average Increase	13%	
	Additional Adjustments	3% for employees at maximum levels; restructuring of salary grid*	5% for Emergency Duty Work employees

Effective	<u>Jan. 1.92</u>
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General Increase	4%
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Annual Rates

Level 7 1-8 (10) steps	\$26,672-\$34,538 (\$21,573-\$30,704)	\$27,739-\$35,920
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Level 9 (with Masters Degree) 1-9 (8) steps	\$34,538-\$47,267 (\$31,932-\$42,020)	\$35,920-\$49,157
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* Effective October 1, 1991, adjustment of 1 increment (4%), if employee receives less than 8% as a result of wage restructuring and January 1, 1991 economic increase.

Shift Premium: Effective July 1, 1991, 35¢ (30¢) for child care workers in Residential Services Department.

On-Call Premium (new): \$15.76 per hour. Effective January 1, 1992, \$16.38.

Acting Pay: Effective July 1, 1991, 10% (5%) increase in salary if temporarily transferred to higher classification for more than 15 consecutive days.

Call-in Pay: (Child Care Worker): Effective January 1, 1992, minimum of 3 (2) hours' straight time pay if called in to work outside regularly scheduled hours.

Paid Vacation: Effective January 1, 1992, 4 weeks after 3 (5) years of service. Effective July 1, 1992, additional week in the 16th and 21st year of service and 6 weeks after 25 years of service (new).

Health and Welfare: Dental - Effective July 1, 1992, coverage is based on the 1991 (1988) ODA fee schedule.

Resident Bonus (Child Care Worker): Effective July 1, 1991, a maximum of \$1,650 (\$1,500) per year.

Meal Allowance: \$8.50 (\$7) for breakfast, \$12.50 (\$10) for lunch and \$18 (\$17) for dinner.

Mileage Allowance: Effective July 1, 1991, 28¢ (26¢) for first 5,000 kilometres and 26¢ per kilometre thereafter (unchanged).

Regional Municipality of Peel, Peel Manor and Sheridan Villa, Homes for the Aged - Locals 966 and 2101, Canadian Union of Public Employees (CLC) (full-time and part-time employees): A 24-month renewal agreement effective from December 1, 1988 to November 30, 1990, covering 352 employees, settled by arbitration. Duration of negotiations - 30 months.

Wages:	Effective	<u>Dec. 1/88</u>	<u>Dec. 1/89</u>
General Increases		6%	8%
Aide		\$10.14-\$10.89 (\$9.57-\$10.27)	\$10.95-\$11.76
Nursing Attendant II		\$11.03-\$11.84 (\$10.41-\$11.17)	\$11.91-\$12.79
Maintenance Person		\$11.74-\$12.59 (\$11.08-\$11.88)	\$12.68-\$13.60

Maximum rates are reached after 12 months.

Lead Hand Premium: Effective December 1, 1989, 40¢ (20¢) per hour.

Paid Vacation: 6 weeks after 25 years of service (new).

Health and Welfare (Full-time): Vision (new) - Employer pays 100% of premium costs. Maximum claim is \$120 every 2 years.

Dental - Coverage is based on the 1989 (1986) ODA fee schedule.

Payment in Lieu of Benefits (Part-time): 13% (12%) of straight time rate. Effective December 1, 1989, 14%.

Uniform Allowance: \$90 (\$82.50) per year for full-time employees. Effective December 1, 1989, \$100. Part-time employees receive 50% of full-time allowance.

Visiting Homemakers Association at Toronto - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees):
An 18-month renewal agreement effective from July 1, 1990 to December 31, 1991, covering 250 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 1/90</u>	<u>July 1/91</u>
	Increases	80¢-\$1 per hour	45¢-80¢
	Additional Adjustment	Home Cleaner classification is added	
	Home Cleaner	\$7.50 (new)	\$8.00
	Homemaker I	\$8.30 (\$7.30)	\$8.75
	Homemaker IV	\$9.40 (\$8.55)	\$10.20

Windsor Community Living Support Services, previously, Windsor Association for the Mentally Retarded - Local 2345, Canadian Union of Public Employees (CLC) (full-time and part-time counsellors, clerical and maintenance employees): A 24-month renewal agreement effective from April 1, 1990 to March 31, 1992, covering 225 employees settled at the conciliation officer stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Apr. 1/90</u>	<u>Sept. 1/90</u>
	General Increases	5%	4.567%
	Additional Adjustment	Minor restructuring of wage schedule	
	Maintenance Asst. Driver 0-3 years	\$16,364-\$17,747 (\$15,585-\$16,902)	\$17,111-\$18,558
	Counsellor 2 0-3 years	\$23,977-\$26,052 (\$22,835.20-\$24,811.20)	\$25,072-\$27,242
	Effective	<u>Jan. 1/91</u>	<u>Apr. 1/91</u>
	General Increase		4.5%
	Pay Equity Adjustment	\$208 per year for Counsellor 2	

Maintenance Asst. Driver	\$17,111-\$18,558	\$17,881-\$19,393
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Counsellor 2	\$25,280-\$27,450	\$26,418-\$28,685
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Previous rates for Maintenance Assistant Driver reflect a 4% increase effective September 1989, and for Counsellor 2, 8% and \$187.20 pay equity adjustment effective January 1990.

Vacation Pay: Employee may cash in 50% of unused vacation credits once per year to a maximum of 10 days (new).

Bereavment Leave: 3 (1) days' paid leave upon death of grandchild and 1 day for brother or sister-in-law (new).

Health and Welfare: Vision - Maximum claim is \$125 (\$80) every 2 years.

Meal Allowance: \$5.75 (\$5.25).

Mileage Allowance: 30¢ (27¢) per km.

SERVICES TO BUSINESS MANAGEMENT

Loomis Courier Service Ltd., province-wide - Local 457, Railway, Transport and General Workers (CLC) (drivers, warehouse and clerical employees): A 36-month renewal agreement effective from November 1, 1990 to October 30, 1993, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Nov. 1/90</u>	<u>Nov. 1/91</u>	<u>Nov. 1/92</u>
Increases		4.1% for warehouse employees & drivers; 6.9%-7.4% for clerical employees	4.1% for warehouse employees & drivers; 4% for clerical employees	5%
	Additional Adjustments	Restructuring of wage schedule		
Clerk		\$9.29- \$9.78 (\$9.15)	\$9.66-\$10.17	\$10.15- \$10.68
Driver		\$11.37-\$14.91 (\$10.92-\$14.32)	\$11.84-\$15.52	\$12.43-\$16.30

Mechanic	\$17.33-\$18.46 (\$16.65-\$17.74)	\$18.04-\$19.22	\$18.94-\$20.19
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Maximum rates are reached after 12 months for Driver and after 3 months for Mechanic and Claims Clerk.

Acting Pay:	"D" Driver required by employer to operate a lower certification rated vehicle continues to receive "D" Driver rate of pay (new).
Layover Pay:	\$6 (\$5) for each hour outside employee's scheduled shift for non-scheduled layovers.
Pension Plan:	<u>Employer Contribution</u> - Effective May 1, 1993, 2% (1%) of regular earnings to the union fund.
Safety Shoe Allowance:	Provision for black oxford safety shoes for hourly drivers is deleted.
Uniform Allowance:	Employer provides clean coveralls for mechanics (new).
Education Allowance:	Employer pays 100% of the cost of approved upgrading courses for mechanics (new).

PERSONAL SERVICES

Textile Rental Institute of Ontario, Hospital Laundries Division at London and Toronto - Local 351, Textile Processors (Ind.): A 33-month renewal agreement effective from April 8, 1991* to December 31, 1993, with wages retroactive to January 1, 1991, covering 810 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

* Previous agreement scheduled to expire December 31, 1991, was terminated early by the Ontario Labour Relations Board.

Wages:	Effective	Jan. 1/91	Jan. 1/92	Jan. 1/93
Increases		5%	5%	Wage Reopener
General Help		\$10.46 (\$9.96)	\$10.98	
Classified Help		\$11.93 (\$11.36)	\$12.53	
Shift Premium:	Effective April 9, 1991, 50¢ (45¢) per hour Effective January 1, 1992, 55¢.			
Soiled Linen Premium:	40¢ (35¢) per hour.			

Pay for Work on Paid Holidays:	Double time (time and one-half) after 6 hours worked to a maximum of 2 hours on Christmas Eve or New Year's Eve.
Paid Vacation:	4 weeks after 14 (15) years of service.
Bereavement Leave:	2 (1) days' paid leave upon death of brother or sister.
Health and Welfare:	<u>Employer Contribution</u> - Effective April 1, 1991, \$90 (\$85) per month per employee to the health and welfare fund. Effective January 1, 1992, \$95.
Pension Plan:	<u>Employer Contribution</u> - Effective April 1, 1991, 25¢ (20¢) to a maximum \$10 (\$8) per week per employee. Effective January 1, 1992, 30¢ and \$12 respectively.
Safety Shoe Allowance:	\$100 (\$80) per year.

Caterair Chateau Canada Ltd., Marriott In-Flite Services Division, Chateau Flight Kitchens, Previously Marriott Corporation, Marriott In-Flite Services of Canada Ltd. Division, Marriott Chateau Flight Kitchens at Toronto - Local 75, Hotel Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1991 to January 31, 1994, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Feb. 1/91</u>	<u>Feb. 1/92</u>	<u>Feb. 1/93</u>
General		30¢ for	30¢ for	40¢ for
Increases		schedule A;	schedule A;	schedule A;
		40¢ for	40¢ for	55¢ for
		schedule B	schedule B	schedule B

Schedule A

Galley Helper	\$11.06 (\$10.76)	\$11.36	\$11.76
Maintenance Person	\$16.63 (\$16.33)	\$16.93	\$17.33

Start Rate for New Hires in Schedule B - \$8.75 (\$8), with three annual increases making the rate \$9.15, \$9.55 and \$10.10 respectively.

Shift Premium:	Effective February 1, 1992, 45¢ (35¢) per hour worked between 11 p.m. and 7:30 a.m.
Responsibility Pay:	Employee receives the rate of the higher classification when temporarily assigned for 2 (4) or more hours.

Health and Welfare: Life Insurance - Employer contributes 46¢ (41¢) per hour for straight time hours worked by the employee. Effective February 1, 1992, 50¢.

PROVINCIAL ADMINISTRATION

Ontario Government, province-wide - Ontario Provincial Police (Ind.) (police officers): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 4,476 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages: Effective Jan. 1/91

General Increase 5.5%

Additional Adjustments*

Weekly Rates

3rd Class Constable \$768.79
(\$728.71)

1st Class Constable \$960.94
(\$910.84)

Staff Sergeant \$1,230.01
(\$1,165.89)

* Senior Constable rate is 102% (101%) of 1st Class Constable rate and for Sergeant, 113% (111%).

Shift Premium: 41¢ (35¢) for all hours worked between 1 p.m. and 5 a.m.

Isolation Pay: \$28.75-\$138 (\$25-\$120) per month.

Overtime Pay: Two and one-half times the hourly rate for employee required to report for work during vacation leave. (Previously, double time.)

Paid Vacation: 6 weeks after 24 (25) years of service.

Bereavement Leave: Up to 3 days' paid leave upon death of stepmother/father and common law spouse (new).

Health and Welfare: LTD - Benefit is 66 2/3 % (unchanged) of salary plus an additional amount per month varying by the date on which the employee began receiving payment:

<u>Date of commencement</u>	<u>Benefit</u>
Jan 1, 1975 - Dec 31, 1976	\$175 (\$125)
Jan 1, 1977 - Dec 31, 1978	\$135 (\$85)
Jan 1, 1979 - Dec 31, 1980	\$110 (\$60)
Jan 1, 1981 - Dec 31, 1982	\$75 (\$25)
Jan 1, 1983 - Dec 31, 1985	\$50 (new)

Jan 1, 1986 - Dec 31, 1988	\$30 (new)
Jan 1, 1989 - Dec 31, 1990	\$15 (new)

Semi-Private Hospitalization - Benefit is \$70 (\$60) per day.

Vision - Plan extend to include coverage for glasses every 6 months for children under 12 requiring a prescription change (new).

Service Badge Allowance: \$7.50 (\$7) per month for every 5 years of service.

Gymnastic/
Special Equip-
ment Allowance: \$90 (\$75) per course.

LOCAL ADMINISTRATION

Kitchener City Corporation - Local 68, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal agreement effective from February 7, 1991 to February 6, 1992, covering 250 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Feb. 7/91</u>
	General Increase	70¢
	Additional Adjustments	10¢ for Forester IV, Cemeterian IV, Gardner IV, Facility Attendant IV and Pipelayer.
	Stockkeeper I	\$13.22 (\$12.52)
	Maintenance IV	\$15.58 (new)
Shift Premium:	Effective April 15, 1991, 0-60¢-63¢ (0-57¢-60¢).	
Weekend Premium:	Effective April 15, 1991, 57¢ (54¢) per scheduled hour worked between 7 a.m. and 3 p.m. on Saturday or Sunday.	
Paid Vacation:	Effective June 1, 1991, 4 weeks after 9 (10) years of service.	
Bereavement Leave:	Up to 5 (3) days' paid leave upon death of spouse and children.	
Health and Welfare:	<u>Vision</u> - Effective May 1, 1991, maximum claim is \$160 (\$140) every 2 years.	

Dental - Coverage continues to be based on the current year's ODA fee schedule. Effective May 1, 1991, coverage extended to include dentures with a maximum claim of \$500 every 5 years on a 50%-50% co-insurance basis (new).

Meal Allowance: Effective April 15, 1991, \$6.05 (\$5.75) after 10 hours of continuous work.

Kitchener City Corporation - Local 791, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 217 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Oct.1/91</u>
	General Increase	5.3%	
	Additional Adjustments		*
	<u>Annual Rates</u>		
	File Clerk	\$17,907-\$21,067 (\$17,006-\$20,007)	\$18,849-\$22,176
	Property Officer	\$37,604-\$44,241 (\$35,712-\$42,015)	\$39,584-\$46,569

Maximum rate for File Clerk is reached after three 3-month increases and for Property Officer, after 3 annual increases.

Previous rates reflect the second stage of a 3-stage Pay and Internal Equity Adjustment Plan, implemented October 1, 1989.

* Adjustments averaging 5% resulting from implementation of stage 3 of Pay and Internal Equity Adjustment Plan.

Weekend Premium (new): 60¢ per hour if majority of shift falls between 8:00 a.m. and 4:00 p.m. on a Saturday or Sunday.

Acting Pay: Employee temporarily transferred to a job one grade higher for a period of at least 5 (10) days, receives 3rd step of that grade (unchanged), or if no wage increase results, the 4th step. Employee transferred to a job two or more grades higher for a period of at least 5 (10) days, receives the start rate of that grade (unchanged), or the step that would result in a wage increase (new).

Paid Vacation: 4 weeks after 9 (10) years of service.

Bereavement Leave: 5 (3) days' paid leave upon death of spouse or child.

Health and Welfare: LTD - Effective May 1, 1991, maximum benefit is \$3,000 (\$2,400) per month.

Vision - Effective May 1, 1991, maximum claim is \$160 (\$140) every 2 years.

Hearing (new) - Effective May 1, 1991, maximum claim is \$300 every 3 years.

Dental - Effective July 1, 1991, coverage is extended to include dentures with a maximum claim of \$500 every 5 years on a 50%-50% co-insurance basis (new).

London City Police Services Board, previously Board of Commissioners of Police - Police Association (Ind.) (police officers): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 389 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>
	General Increases	4%	2.55%
	Additional Adjustment		2% for 1st Class Constable after 10 years of service

Annual Rates

Cadet	\$20,222-\$23,668	\$20,738-\$24,272
0-2 years	(\$19,444-\$22,758)	
1st Class Constable	\$48,776	\$50,020
	(\$46,900)	
Superintendent	\$72,640-\$76,751	\$74,492-\$78,708
0-2 years	(\$69,846-\$73,799)	

Stand-by Pay: Effective July 1, 1991, 16 hours' pay if required to be on standby for court duty during an accumulated statutory holiday or vacation leave and the court appearance is cancelled (new).

Off Duty Pay: Effective July 1, 1991, \$30 (\$25) per hour for Police Constable and \$35 (\$27) for members above rank of Constable for work performed during off-duty hours.

Paid Maternity Leave (new): Effective December 31, 1991, maximum 15 weeks at the difference between 75% of salary and the UIC benefit.

Health and Welfare: Life Insurance - Effective December 31, 1991, benefit is two and one-half times salary (unchanged) to a maximum of \$110,000 (\$100,000).

Major Medical - Effective October 1, 1991, \$20 (\$10) per visit for up to 20 visits for treatment by osteopath, naturopath, podiatrist, physiotherapist, speech therapist, masseur or chiropractor for expenses not covered by OHIP.

Dental - Effective July 1, 1991, maximum lifetime orthodontic claim is \$1,500 (\$1,000). Coverage extended to include adult dependent children and dependents who are full-time students to age 25 (new). Dependents covered to age 21 for orthodontic services (unchanged).

Continuation of Benefits for Retirees - Employer pays 100% (75%) of premium costs for major medical and dental for employee retiring on unreduced pension after July 1, 1991.

Per Diem Allowances: Effective July 1, 1991, \$7 (\$6.50) for breakfast and evening lunch, \$8 (\$7.50) for daytime lunch and \$13 (\$12) for dinner, when required to work outside of employee's jurisdiction and outside of regular schedule.

Meal Allowance: Effective July 1, 1991, \$7.50 (\$6.50) after 3 hours of overtime.

Clothing Allowance: Effective July 1, 1991, \$910 (\$850) per year for regular employee working in plainclothes capacity and \$670 (\$625) for senior officers.

Training Course Allowance: Travel - \$11 (\$5) per week for each week of full attendance at a training course. Effective July 1, 1991, \$22.50.

Peel Regional Police Services Board, previously Board of Commissioners of Police, at Brampton - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 1,481 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages: Effective Jan. 1/91

Increases 0%-6.6%

Annual Rates

Cadet-3rd Class	\$24,307 (\$24,307)
Constable-3rd Class	\$38,614 (\$36,863)
Constable-1st Class	\$50,000 (\$47,149)
Staff Sergeant	\$62,500 (\$58,631)

Shift Premium: Maximum \$260 (\$250) per calendar year for 3-shift rotation and \$160 (\$150) per calendar year for 2-shift rotation.

Plain Clothes Officers Premium: Extended to eligible constables in the Special Accident Investigation Bureau (new).

Court Pay: Effective May 1, 1991, retired employee required to attend court receives current rate of pay for the rank held by employee at time of retirement (new).

Court Attendance Leave: Maximum 8 hours in lieu time for employee on annual vacation, travelling to court from a place other than normal residence on a day other than day of court appearance (new).

The following benefits are effective May 1, 1991, unless otherwise noted.

Health and Welfare: Life Insurance for Retirees - Effective July 1, 1991, benefit is \$12,000 (\$10,000). \$1,000 paid up policy is deleted.

Major Medical - \$25 (\$15) per visit to chiropractor to a maximum of \$500 (\$225) per year.

Vision - Maximum claim is \$150 (\$100) every 2 years.

Hearing - Maximum lifetime claim is \$250 (\$200).

Dental - Effective July 1, 1991, coverage is based on current ODA fee schedule.

Continuation of Benefits for Survivors - Effective April 1, 1991, employer pays 100% of premium costs for semi-private hospitalization and major medical for surviving spouse and dependents for 12 months (new).

Continuation of Benefits for Retiree - Effective January 1, 1991, coverage for life insurance, semi-private hospitalization, major medical and dental continues until employee(unchanged) or spouse reaches age 65 or after 10 years, whichever occurs first (new).

Senior Constable Allowance (new): Effective April 25, 1991, 1.5% of salary for First Class Constable with 10 years of service.

Cleaning Allowance: \$235 (\$225) per year.

Meal Allowance: Effective May 1, 1991, \$5 (\$3) after 2 hours of overtime.

Addendum
January 1991 Settlements

RETAIL TRADE

Pharma Plus Drugmarts Ltd*, previously, Kent Drugs Limited, at various locations - Local 175, Food and Commercial Workers (full-time and part-time employees) (AFL-CIO/CLC): A 35-month first agreement effective from January 27, 1991 to January 1, 1994, covering 1,000 employees, settled at the bargaining stage and ratified in January 1991. Duration of negotiations - 1 week.

* Effective March 1991.

Wages:	Effective	Jan. 27/91	Jan. 5/92	Jan. 4/93
Increases		0%-2.8% for full-time employees; .6%-4.6% for part-time employees	0%-4.2% for full-time employees; 1.7%-4.6% for part-time employees	0%-5.2% for full-time employees; 1%-4.7% for part-time employees
<u>Full-time</u> Stock Clerk		\$6.00-\$8.89 (new)	\$6.00-\$9.27	\$6.11-\$9.75
Pharmacy Assistant		\$6.42-\$9.60 (\$6.42-\$9.35)	\$6.42-\$10.00	\$6.45-\$10.35

Maximum rates are reached after 3 years.

Hours of Work: 40 hours or 32 hours per week for full-time employees and less than 32 hours per week for part-time employees.

Paid Rest Periods: One 15-minute break for each 3-hour work period.

Overtime Pay: Time and one-half for all hours worked in excess of 40 hours per week or in excess of 8 hours per day.

Sunday Premium: Full-time employees who are regularly scheduled to work in stores open Sunday for only 6 hours receive 8 hours' pay.

Acting Pay: Employee temporarily transferred to higher classification for more than 1 day receives the next higher rate in the range of the higher classification if employee's previous rate is not within the range of the new classification.

Reporting Pay: Minimum 5 hours' pay at the regular rate for full-time employees and 3 hours' pay for part-time employees.

Paid Holidays: Full-time Employees - New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and employee's birthday for a total of 10 days.

Part-time Employees - Same paid holidays as full-time employees, with the exception of employee's birthday, for a total of 9 days.

Pay For Work on Paid Holidays: Time and one-half.

Paid Vacation: 1 week at 4% for less than 1 year of service, 2 weeks at 4% after 1 year, 3 at 6% after 5, 4 at 8% after 10, 5 at 10% after 18, and 6 weeks at 12% after 25 .

Bereavement Leave: 5 days' paid leave upon death of spouse, child or parent. 3 days for brother, sister, parent-in-law, grandparent, grandchild, step-parent or step-child. 1 day for brother/sister-in-law or son/daughter-in-law.

Court Attendance Leave: Summoned or subpoenaed employee receives the difference between regular daily wages and attendance pay.

Paid Sick Leave: Full-time Employees - 5 days for the first year of employment, and 10 days per subsequent year with a maximum accumulation of 50 days.

Part-time Employees - Effective January 4, 1993, employee with 1 year of continuous service receives 1 hour for every 25 hours worked during the previous year to an annual maximum accumulation of 40 hours. Sick leave may be accumulated from year to year to a maximum of 80 hours.

Health and Welfare: The following health and welfare benefits apply to full-time employees only, unless specifically stated otherwise.

Life Insurance and AD & D - Employer pays 100% of premium costs. Benefit is \$20,000.

LTD - Employer pays 100% of premium costs. Benefit is 66 2/3 of base salary to a maximum of \$2,000 per month.

Private Hospitalization - Employer pays 50% of premium costs. Benefit covers the cost of private room accommodation in excess of that for standard ward accommodation.

Major Medical - Employer pays 50% of premium costs. 80%-20% co-insurance with deductibles of \$10 for single coverage and \$20 for family coverage.

Drugs - Employer pays 100% of premium costs.

Vision - Employer pays 100% of premium costs. Maximum claim is \$100 per person every 2 years.

Dental - Employer pays 100% of premium costs for full-time employees and 50% of premium costs for part-time employees. Coverage is based on the current year's ODA fee schedule. Coverage includes basic services and crowns and inlays at 80%-20% co-insurance with annual deductibles of \$25 for single coverage and \$50 for family coverage. Maximum claim is \$2,000 per person every 2 years.

Transportation Allowance: Employer pays the cost of public or private transportation for employee who is transferred between stores during a regular work day.

Compensating Time Off (Full-time): Employee receives equivalent time off for voluntarily attending company meetings or approved training courses during off hours.

HEALTH AND WELFARE SERVICES

St. Joseph's Religious Hospitallers of Hotel Dieu at Kingston - Local 465, Ontario Public Services Employees (NUPGE) (CLC) (full-time and part-time service employees): A 24-month renewal agreement effective from November 1, 1990 to October 31, 1992, covering 400 employees, settled at the conciliation officer stage and ratified in January 1991. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 1/90</u>	<u>Nov. 1/91</u>
	General Increases	\$1.00	95¢
	Attendant 1	\$12.24-\$12.71 (\$11.24-\$11.71)	\$13.19-\$13.66
	R.N.A.	\$13.84-\$14.28 (\$12.84-\$13.28)	\$14.79-\$15.23
	Electrician	\$16.45 (\$15.45)	\$17.40

Maximum rates are reached after 2 years.

Paid Vacation: 4 weeks after 5 (8) years of service.

Bereavement Leave: 5 (3) days' paid leave upon death of spouse or children prior to and inclusive of the day of the funeral.

March 1991 Settlements

ELECTRICAL PRODUCTS

Northern Telecom Canada Limited at Belleville, Brampton, Kingston and London, Ontario and St. John, New Brunswick - Various locals, Canadian Auto Workers (CLC) (office, clerical, technical and hourly rated employees): Two 36-month renewal agreements effective from February 26, 1991 to February 25, 1994, covering 4,600 Ontario employees, settled at the post conciliation bargaining stage and ratified in March 1991. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 25/91</u>	<u>Feb. 24/92</u>	<u>Feb. 22/93</u>
	Increases			
	Plant	45¢-60¢	30¢-40¢	30¢-40¢

Office	2.5%-5%	1.6%-3%	1.6%-3%
Technical	3.2%-5.5%	2%-3.5%	2%-3.5%
COLA Fold-in	71¢ for plant 70¢ for office	65¢	65¢
Skilled Trades Allowance	50¢	30¢	20¢
Pay Equity Adjustments	\$67.55 to \$297.40 per month to the 4 lowest grades (salaried), 18¢-26¢ for hourly rates, grade 22 eliminated.		

London Plant

Grade 23 (includes Assembly Worker)	\$16.63 (\$15.47)	\$17.58	\$18.53
Grade 28 (includes Set-up Man)	\$18.18 (\$16.87)	\$19.23	\$20.28
Skilled Tradesman (Electronics Technician)	\$21.37 (\$19.56)	\$22.72	\$23.93

COLA: \$2.11 was generated for the plant and \$2.10 for the office under the previous agreements. \$2.01 for the plant and \$2 for the office are folded into wages and 10¢ continues to float.

1¢ per 0.091 point increase in the CPI - 1986=100, using 125 as the base. Adjusted quarterly. (Previously, 1¢ per 0.120 point increase in the CPI-1981=100.) Effective with the November 1991 adjustment, 1¢ per 0.087 change in the CPI - 1986=100.

Shift Premium: Plant - 0-70¢-70¢ (0-60¢-60¢).

Office - \$5.45 (\$4.65) per shift.

Paid Maternity, Adoption and Parental Leave: Maternity Leave - Maximum 25 (17) weeks at the difference between 75% of regular wages and the UI benefit paid after the 2-week waiting period.

Adoption Leave - Maximum 10 weeks at the difference between 75% of regular wages and the UI benefit plus 75% of base rate for 5 weeks (new).

Parental Leave (new) - Effective April 28, 1991, maximum 10 weeks at the difference between 75% of regular wages and the UI benefit.

Health and
Welfare:

Life Insurance and AD & D - Effective January 1, 1992, benefit is \$20,000 (\$15,000).

LTD - Effective May 1, 1991, income related benefit is \$1,475-\$2,425 (\$1,300-\$1,925) for office and \$1,475-\$1,825 (\$1,300-\$1,575) for plant.

Rehabilitation Program (new) - Employee on LTD or Weekly Indemnity who, with physicians approval, enters a rehabilitation employment program continues to receive full benefits plus the earnings from the employment up to 100% of the employees base rate.

Major Medical - Current benefits for registered health professional services is combined into one annual maximum of \$600, which can be used for any of these services. (Previously, \$7 per visit to a maximum of 12 visits per year per professional.)

Vision - Effective May 1, 1991, maximum claim is \$115 (\$100) every 2 years. Effective May 1, 1993, \$130.

Dental - Coverage continues to be updated to the previous year's ODA fee schedule each May 1st. Effective January 1, 1993, coverage is updated each January 1st. Effective May 1, 1992, maximum lifetime claim for orthodontic services is \$1,500 (\$1,000), and for periodontic and endodontic services \$1,750 (\$1,500). Effective January 1, 1992, coverage is extended to include crown restorations and fixed bridgework, bridge pontics, retainers and abutments with 50%-50% co-insurance and a maximum claim of \$2,000 per person calendar year (new). Effective May 1, 1992, recall oral examinations once every 9 months (new). Effective May 1, 1993, maximum lifetime claim for orthodontic services is \$1,750.

Survivor Transition Benefit - Effective May 1, 1991, dependants of deceased employee with a minimum 3 months service receive benefits as follows:

<u>Benefit Group*</u>	<u>Monthly Income</u>	<u>Lump Sum Payment</u>
1	\$525 (\$475)	\$27,000 (\$24,500)
2	\$550 (\$500)	\$28,000 (\$25,500)
3	\$625 (\$575)	\$33,000 (\$30,000)
4	\$700 (\$625)	\$36,500 (\$33,000)
5	\$800 (\$675)	\$38,000 (\$34,500)

* Plant unit has only benefit groups 1 - 3.

Continuation of Benefits - Up to 6 (2) months benefit coverage for employee on lay off.

Pension Plan: Basic Benefit - Per month per year of service;

Effective	<u>Jan.1/91</u>	<u>Jan.1/92</u>	<u>Jan.1/93</u>
<u>Benefit Group*</u>			
1	\$28 (\$25)	\$29	\$30
2	\$30 (\$27)	\$31	\$32
3	\$33 (\$30)	\$34	\$35
4	\$34 (\$31)	\$35	\$36
5	\$37 (\$34)	\$38	\$39

* Plant unit has only benefit groups 1 - 3.

Early Retirement - Benefits are increased by 5% in each contract year. Benefits are pro-rated so that they are based on completed calendar years and months of service (new). Employee has option of payments in a lump sum, equal to the present value of the monthly payments, or spread out in monthly payments over any period up to age 71 (new).

Survivor Benefit - Effective for retirements after January 1, 1991, where the survivor option is in place with a reduction in the benefit to 90% of the normal benefit and the employee's spouse dies within 52 weeks of the start of the pension, the pension is restored to 100% (new).

Pension Indexing - Effective January 1, 1992, 80% (75%) of the annual change in the CPI for retirees 60 years of age and over.

Lay-off Allowance: Employee on lay-off with more than 5 years of service but less than 10 receives 11-15 (9-13) weeks allowance. Employee with 10 or more years of service receives 18-26 (15-23) weeks.

Paid Education Leave: Employer Contribution - 2¢ (1¢) per straight-time hour worked.

Social Justice Fund (new): Employer Contribution - 1¢ per straight-time hour worked into the fund for charitable and relief projects.

Northern Telecom Canada Limited at various Ontario locations, Winnipeg, Manitoba, Saskatoon, Saskatchewan and Edmonton and Calgary, Alberta - Local 4 and 9, Communications and Electrical Workers (CLC) (installers, shop, warehouse and office employees): Three 31-month renewal agreements effective from March 26, 1991 to October 31, 1993, covering 700 Ontario employees, settled at the bargaining stage and ratified in March 1991. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 26/91</u>	<u>Oct. 28/91</u>	<u>Oct. 26/92</u>
	Increases			
Office		2.5%-5.5%	1.6%-3.5%	1.6%-3.5%

Shop	45¢-60¢	30¢-40¢	30¢-40¢
Installation	60¢-\$1.15	55¢-75¢	60¢
Skilled Trades Adjustment (shop)	50¢	30¢	20¢
COLA Fold-in (hourly)	60¢	55¢	51¢

Office
Weekly Rates

Grade 53 (C53)	\$584.70-\$599.10 (\$549.45-\$562.50)*	\$614.35-\$628.75	\$642.50-\$656.90
Grade 63 (C63)	\$827.25-\$870.05 (\$771.50-\$807.15)	\$872.10-\$914.90	\$915.45-\$958.25

Shop
Hourly Rates

Grade 23** (S23)	\$16.28 (\$15.23)	\$17.13	\$17.94
Grade (TCI) Test Set Maintenance	\$21.07 (\$19.37)	\$22.33	\$23.43

Installation
Hourly Rates

Installer 1 (Y01)	\$16.42-\$19.53 (\$15.21-\$18.23)	\$17.52-\$20.73	\$18.63-\$21.84
Installer 5 (Y05)	\$22.28 (\$20.53)	\$23.58	\$24.69

Maximum rates for Office are reached after 27 months, and for Installer 1 (Y01) after 60 months.

* Previous rate reflects pay equity adjustments effective January 1, 1991, of \$53.90 to \$55.15

** Previous base rate, Grade 22, was eliminated due to pay equity effective January 1, 1991.

COLA:

\$1.66 was generated under the previous agreement, 60¢ is folded into wages in the first contract year and 55¢ and 51¢ respectively in the following years leaving no float.

1¢ per 0.091 point change in the CPI - 1986=100, using 121.2 as the base index. (Previously, 1¢ per 0.126 point change in the CPI - 1981=100.) Effective with the July 1991 CPI, 1¢ per 0.087 point change in the CPI - 1986=100.

Shift Premium: 10% of the employee's basic rate for Installers (unchanged).
Shop, Warehouse and Office employee's, 10% of employee's basic
rate based on the wage schedule in effect March 26, 1991.

Paid Holidays: 2 days are added to each year for a total of 16 (14) days for
each agreement.

Remaining terms of settlement for these agreements concerning
Humanity and Education fund and Maternity/Paternity/Adoption
leave are similar to those reported for Northern Telecom Canada
Limited and the Canadian Auto Workers elsewhere in this issue.

TRANSPORTATION

Kitchener City Corporation, Transit Division, Department of Transportation
Services - Local 304, Railway, Transport and General Workers
(CLC): A 24-month renewal agreement effective from January 1,
1991 to December 31, 1992, covering 254 employees, settled with
mediation assistance and ratified in March 1991. Duration of
negotiations - 4 1/2 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Sept. 1/91</u>
General Increase		80¢	
Additional Adjustment			5¢ to top bus operator rate
General Labour (\$13.23)		\$14.03	
Bus Operator		\$14.63-\$15.05 (\$13.83-\$14.25)	\$14.63-\$15.10
Mechanic AIII Licensed		\$17.62 (\$16.82)	
Effective		<u>Oct. 1/91</u>	<u>Jan. 1/92</u>
General Increases		15¢	60¢
General Labour		\$14.18	\$14.78
Bus Operator		\$14.78-\$15.25	\$15.38-\$15.85
Mechanic AIII		\$17.77	\$18.37
Maximum rate for Bus Operator is reached after two 6-month increases.			

Shift Premium: Fleet Division - Effective April 1, 1991, 0-47¢-52¢ (0-45¢-50¢).
Effective January 1, 1992, 0-49¢-54¢.

Operator Divison - Effective April 1, 1991, 42¢ (40¢) per hour worked for shifts starting after 3 p.m.. Effective January 1, 1992, 44¢. Effective September 1, 1991, for shifts starting after 2.30pm.

Main Line Premium (Bus Operators): Deleted. (Previously, 10¢ per hour while operating on the main line.)

Standby Pay: Effective April 1, 1991, \$15 (\$8.75) per day.

Paid Vacation: Effective November 1992, 6 weeks after 25 (27) years of service and 5 after 17 (18).

Bereavement Leave: Effective January 1, 1992, 5 (3) days' paid leave upon death of spouse or child.

Paid Union Leave: Effective April 1, 1991, 1-1/2 (1) hours per person per month to attend labour/management committee meetings.

Health and Welfare: Vision - Effective April 1, 1991, maximum claim is \$140 (\$120) per family member every 2 years. Effective January 1, 1992, \$160.

Dental - Coverage continues to be based on the current ODA fee schedule. Effective April 1, 1992, coverage extended to include dentures with a maximum claim of \$500 every 5 years on a 50%-50% co-insurance basis (new).

Cleaning Allowance (Bus Operators)(new): Effective Fall 1992, \$25 every 18 months.

Tool Allowance: Effective January 1, 1991, \$300 (\$250) per year for eligible employee. Effective January 1, 1992, \$325.

Travel Time Allowance (Bus Operators): Effective April 1, 1991, no allowance for travel within .5 kilometres of the Travel Centre. (Previously, 5 minutes for .2 km to .5 km.), 30 minutes for 6.5 kms to 8.5 kms. (Previously, 6.5 kms and over.) 35 minutes for 8.5 kms and over (new).

Contracting Out (new): No employee with more than two years seniority shall be laid off as a direct result of the Corporation exercising its' right of contracting out. The Corporation will re-assign any employee so affected without loss of seniority, and if required, pink circled at existing hourly rates. For purposes of this clause, pink circling is defined as the employee receiving 50% of any negotiated economic increase.

LOCAL ADMINISTRATION

Hamilton City Corporation and Hamilton-Wentworth Regional Municipality at Hamilton - Local 167, Canadian Union of Public Employees (CLC) (inside employees): Two 36-month renewal agreements effective from February 1, 1991 to January 31, 1994, covering 959 employees, settled at the bargaining stage and ratified in March 1991. Duration of negotiations - 1 month.

Wages:	Effective	Feb. 1/91	Aug. 1/91	Feb. 1/92
General Increases		4%	2%	5%
Additional Adjustments		*		
Clerk	\$375.54-\$403.71	\$383.05-\$411.78	\$402.21-\$432.37	
Typist III (\$361.10-\$388.18)				
0-2 years				
Systems Analyst (\$931.41-\$1,109.45)	\$968.67-\$1,153.83	\$988.04-\$1,176.90	\$1,037.44-\$1,235.75	
0-4 years				

	Feb. 1/93	Aug. 1/93
General Increases	3%	1%
Clerk Typist III	\$414.27-\$445.34	\$418.41-\$449.79
Systems Analyst	\$1068.56-\$1272.82	\$1079.25-\$1285.55

* Job Evaluation Programme encompassing internal equity adjustments retroactive to July 1, 1990 and pay equity adjustments retroactive to January 1, 1990, to be implemented in the Fall of 1991.

Shift Premium: Effective February 1, 1992, 0-50¢-50¢ (0-45¢-45¢). Effective February 1, 1993, 0-55¢-55¢.

Acting Pay: Employee assigned responsibilities of higher classification for 3 (5) or more days, receives appropriate rate in the higher classification.

Paid Vacation: Effective February 1, 1993, 3 weeks after 2 (3) years of service, 4 after 6 (7), 5 after 14 (15), 5 weeks plus 1 day after 17 (18) years, plus 2 days after 18 (19), plus 3 days after 19 (20), plus 4 days after 20 (21), 6 weeks after 23 (24) and 7 after 26 (27).

Vacation credits re-instated if incapacitated due to serious illness or injury during vacation (new).

Bereavement
Leave:

3 days' paid leave upon death of son/daughter-in-law (new).

Joint Job
Evaluation
Committee Leave
(new):

Employee receives pay for attendance at meetings with officials of the employer during regular working hours.

Health and
Welfare:

Life Insurance - Effective February 1, 1993, benefit is equal to 2 (1 1/2) times salary.

Vision - Effective February 1, 1992, maximum claim is \$250 (\$200) per person every 2 years.

Hearing (new) - Effective February 1, 1992, maximum claim is \$300 every 3 years.

Mileage
Allowance:

36¢ (34¢) per km for the first 5,000 kms per year and 23¢ (20¢) per km thereafter.

Insurance
Allowance (new):

Up to \$100 per year for each eligible employee.

Ministry of Labour



Industrial Relations Division
Office of Collective Bargaining Information

**COLLECTIVE BARGAINING
SETTLEMENTS IN
ONTARIO**

MAY 1991



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in May, 1991. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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Provincial Schools Authority, province-wide	Provincial Schools Teachers (Ind.)	256
Servifood Ltd., Ontario Div., province-wide	Service Employees Intl. (AFL-CIO/CLC)	255
Tenneco Canada Inc., J.I. Case Co. Div., Hamilton	United Steelworkers (AFL-CIO/CLC) (production and office empls.)	240
University of Toronto Governing Council	Faculty Assn. (Ind.)	249
Victoria Hospital Corp., London	Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time service empls.)	253
William Neilson Ltd., Halton Hills Dairy, Georgetown	Teamsters (AFL-CIO)	235
Windsor City Police Services Board	Police Assn. (Ind.) (Unit A)	262

MINES

Inco Limited, Ontario Division at Port Colborne and Sudbury - Locals 6200 and 6500, United Steelworkers (AFL-CIO/CLC): Two 36-month renewal agreements effective from June 1, 1991 to May 31, 1994, covering 6,376 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/91</u>	<u>June 1/92</u>	<u>June 1/93</u>
General Increases		\$1	25¢	25¢
COLA Fold-in		88¢		
Additional Adjustments		Skilled trades upgraded by 2 job classes		
Job Class 2 (Labourer)		\$17.47 (\$15.59)	\$17.72	\$17.97
Job Class 21 (19) (Electrician 1st Class)		\$21.65 (\$19.77)	\$21.90	\$22.15
Previous rates reflect \$1.22 COLA folded into wages during the previous agreement.				
COLA:	1¢ per 0.35 point change in the CPI - 1961=100, using the April 1991 index as the base. Adjusted quarterly and folded into wages on June 1, in each year. (Basic formula is unchanged.)			
Nickel Price Bonus:	10¢ plus 1¢ for each cent the average realized price per pound of nickel (ARPN) exceeds \$2.25 (U.S.) times the number of hours worked in the quarter. Formula currently generating \$1.79 per hour worked. (Formula is unchanged.)			
Shift Premium:	0-59¢-70¢ (0-40¢-50¢).			
Paid Vacation:	3 weeks after 3 (8) years of service. COLA is included in all vacation pay calculations. (Previously, applied only to first 2 weeks.) Effective January 2, 1992, laid-off employee whose recall rights expired and is rehired as a new employee, will have the previous service periods count in calculating vacation entitlement (new).			
Vacation Bonus:	\$235 (\$135) per week of entitlement.			
Bereavement Leave:	Up to 3 days' paid leave upon death of brother/sister-in-law (new). Employees on bereavement leave receive the Nickel Price Bonus (new).			

Health and
Welfare:

Life Insurance - Benefit is \$35,000 (\$25,000).

AD & D - Benefit is \$15,000 (\$10,000). Eligibility is 3 (10) years of service for the \$5,000 payout, in the event of permanent total disability.

Weekly Indemnity - Maximum benefit is \$430 (\$400). Effective June 1, 1992 and 1993, \$450 and \$470 respectively.

Vision - Maximum claim is \$250 (\$150) every 2 years per employee, spouse and dependent child to age 21 (19). Coverage is extended to include unmarried dependent child to age 23, attending school full-time (new).

Dental - Coverage is based on the 1991 (1988) ODA fee schedule. Coverage includes dependent child to age 21, or to age 23 if unmarried and attending school full-time (new). Effective June 1, 1993, the 1992 ODA fee schedule.

Pension Plan:

Basic Benefit - \$37 (\$30) per month per year of service.

Bridging Benefit - \$24 (\$18) per month per year of service.

Early Retirement 30-and-Out - Minimum monthly benefit is \$2,000 per month to age 65. Employee with more than 30 years of service receives \$15 per month for each year of service exceeding 30 years, to a maximum \$2,200.

Supplemental Disability Benefit - \$12 (\$8.60) per month per year of service.

FOOD AND BEVERAGE

William Neilson Limited, Halton Hills Dairy at Georgetown - Local 647, Teamsters (AFL-CIO): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 5 1/2 months.

Wages:

Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
General Increases	5.5%	5%
Additional Adjustments	15¢-22¢ per hour for certain classifications	
Category "C" (includes Order Picker)	\$17.51 (\$16.60)	\$18.39
Maintenance Electrician	\$20.94 (\$19.85)	\$21.99

Weekly Rates

Route Driver	\$724.87 (\$687.08)	\$761.11
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COLA: 1¢ per 0.5 point change in the CPI - 1971=100. Adjusted quarterly. Triggered at 6% and capped at \$1.25. (Basic formula is unchanged.)

Shift Premium: \$16.80 (\$16.00) per week.

Paid Vacation: 4 weeks after 10 (11) years of service.

Negotiation Leave: 7 (5) Bargaining Committee members receive regular pay for attendance at negotiations.

Health and Welfare: Life Insurance - Benefit is \$30,000 (\$28,000).

Weekly Indemnity - Benefit is \$400 (\$363).

LTD - Benefit is \$1,750 (\$1,600) per month.

Vision - Maximum claim is \$125 (\$100) per person every 2 years.

Dental - Coverage is based on 1990 (1989) ODA fee schedule. Maximum annual claim is \$1,600 (\$1,500) per family member.

Continuation of Benefits - Employer continues to pay premium costs for dental for employee on LTD (new).

Meal Allowance: \$6.50 (\$5.50) after 2 hours of overtime.

Uniform Allowance: Employer pays 100% of cost for 2 additional uniforms for drivers. 5 uniforms and 1 parka will be issued each January for all plant employees. (Previously, 2 uniform sets at start of permanent employment to maximum of 5 sets.)

Safety Shoe Allowance: Employer pays 100% of cost. (Previously, maximum of \$76 per year.)

Tool Allowance: \$325 (\$300) per year for designated trades.

Severance Pay: 1 1/2 (1) week's pay per year of service for employee with 10 to 20 years of service. Entitlement will be pro-rated for partial years of service (new).

LEATHER

Canstar Sports Group Inc., Bauer Division at Kitchener - Local 308, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from March 29, 1991 to March 28, 1994, covering 270 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 29/91</u>	<u>Mar. 30/92</u>	<u>Mar. 29/93</u>
	General Increases	48¢	45¢	47¢
	Group B (includes Service Person)	\$10.01 (\$9.53)	\$10.46	\$10.93
	Group E (includes Floater)	\$10.61 (\$10.13)	\$11.06	\$11.53
Paid Holidays:	Effective January 1, 1991, 1 floating day is added for a total of 12 (11) days.			
Paid Vacation:	5 weeks after 16 (17) years of service.			
Paid Negotiation Leave (new):	Employee receives regular wages for negotiation meetings.			
Health and Welfare:	<p><u>Weekly Indemnity</u> - Effective April 1, 1992, coverage extended to include 1st day payment for day surgery (new). Effective April 1, 1993, benefit is payable on 1/1/5/20 (1/1/8/20) basis.</p> <p><u>Dental</u> - Effective July 1, 1991, employer pays 90% (80%) of premium costs. Coverage is based on 1990 (1988) ODA fee schedule. Effective April 1, 1992, employer pays 100% of premium cost. Effective April 1, 1993, coverage is based on 1991 ODA fee schedule.</p>			

WOOD

Interforest Ltd. at Durham - Local 500, IWA-Canada (CLC): A 36-month renewal agreement effective from May 12, 1991 to May 11, 1994, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>May 12/91</u>	<u>Nov. 12/91</u>	<u>May 12/92</u>
	General Increases	25¢	20¢	25¢*
	Additional Adjustments	Some reclassifications		
	Group 1 General Helper	\$8.05-\$11.25 (\$7.70-\$11.00)	\$8.25-\$11.45	\$8.50-\$11.70
	Group 13 Electronic Technician A	\$15.80 (\$15.55)	\$16.00	\$16.25

Maximum rate for Group 1 is reached after 180 working days, following a probationary period of 45 working days.

* Effective May 12, 1993, increase to equal the percentage increase in the CPI from May 12, 1992 to May 11, 1993 calculated on the average wage as of May 12, 1992.

Health and
Welfare:

Life Insurance - Effective May 12, 1992, benefit is \$25,000 (\$20,000). Effective May 12, 1993, \$30,000.

Weekly Indemnity - Effective May 12, 1992, benefit is payable on the 1st (8th) day of hospitalization.

Vision (new) - Maximum claim is \$100 every 2 years.

Dental - Coverage is based on the 1990 (1988) ODA fee schedule.

Pension Plan:

Employer Contribution - 12¢ (10¢) per hour to a maximum 2,000 hours per employee per year. Effective May 12, 1993, 14¢.

Safety Shoe
Allowance:

Effective May 12, 1992, \$45 (\$40) per pair per year.

PRIMARY METAL

Lake Ontario Steel Company at Whitby - Local 6571, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 28, 1991 to February 27, 1994, covering 770 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 28/91</u>	<u>Feb. 28/92</u>	<u>Feb. 28/93</u>
General Increases		13¢	15¢	20¢
COLA Fold-in		32¢		
Job Class 5 (includes Scrap Burner)		\$18.662 (\$18.212)	\$18.812	\$19.012
Job Class 22 (includes 1st Helper C)		\$22.011 (\$21.561)	\$22.161	\$22.361

Previous rates reflect \$1.649 COLA folded into wages during the previous agreement.

COLA:

\$1.969 COLA generated during the previous agreement. \$1.649 was folded into wages during the previous agreement and 32¢ is folded in on February 28, 1991, leaving no float.

1¢ per 0.3 point change in the CPI - 1971=100, using the February 1991 index as the base. Adjusted quarterly and folded in annually. (Basic formula is unchanged.)

Shift Premium: 0-35¢-40¢ (0-30¢-35¢).

Paid Vacation: 4 additional weeks to be taken immediately prior to early or normal retirement. (Previously, only for employee aged 64-65.)

Bereavement Leave: 3 days' paid leave upon death of step-son/daughter (new).

Health and Welfare: Life Insurance for Retirees (new) - Effective May 6, 1991, benefit is \$15,000.

Weekly Indemnity - Benefit is \$450 (\$410). Effective February 28, 1992 and 1993, \$475 and \$500 respectively.

Major Medical - Effective July 1, 1991, up to \$40 per session with a clinical psychologist to a maximum \$800 every two years (new).

Vision - Effective May 6, 1991, maximum claim is \$175 (\$150) every 2 years.

Hearing - Effective May 6, 1991, maximum claim is \$425 (\$400) every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Pension Plan: Basic Benefit - Effective February 28, 1993, \$32 (\$28) per month per year of service.

Special Benefit - \$32 (\$28) per month per year of service for all employees retiring during the term of this agreement.

Pension Indexing (new) - Effective May 6, 1991, adjustment to equal to 80% of the increase in the CPI in the preceding calendar year, to a maximum of 4%. Adjustments effective March 1 of each year.

Special Early Retirement (new) - Employee hired on or before December 31, 1964, eligible for retirement with unreduced pension benefits, including basic and supplementary benefits.

SUB: Effective May 6, 1991, \$95 (\$80) per week, payable for a maximum of 8 weeks for employee with 1 year of service, 12 weeks for employee with 2 years of service, and 26 weeks for employee with 5 or more years of service.

MACHINERY

Tenneco Canada Inc., J.I. Case Company Division at Hamilton - Locals 2868 and 4592, United Steelworkers (AFL-CIO/CLC) (production and office employees): Two 24-month renewal agreements effective from April 27, 1991 to April 30, 1993, covering 1,207 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 27/91</u>	<u>Apr. 27/92</u>
	General Increases	20¢	20¢
	COLA Fold-in	80¢	80¢
	Skilled Trades Adjustment	10¢	
	Grade 304 (Labourer)	\$15.16 (\$14.16)	\$16.16
	Grade 315A (Die Sinker)	\$17.87 (\$16.77)	\$18.87
COLA:	\$1.69 was generated during previous agreements. 80¢ is folded in on April 27, 1991, and April 27, 1992, leaving 9¢ to float. 1¢ per 0.26 point increase in the CPI - 1971=100, using the average index for March, April and May 1991 as the base, rounded to the nearest 0.05. Adjusted quarterly. (Basic formula is unchanged.) (Previously, a total of 51¢ was diverted to the pension plan.		
Paid Holidays:	Effective April 27, 1992, Good Friday is recognized for a total of 14 (13) days. Effective January 1, 1993, 13 days.		
Health and Welfare:	<u>Dental</u> - Maximum lifetime orthodontic claim is \$1,000 (\$800). Maximum annual claim for basic services is \$1,200 (\$1,000).		
Pension Plan:	<u>Basic Benefit</u> - For retirements effective January 1, 1993, \$26 (\$24) per month per year of service. <u>Current Retirees</u> - Effective January 1, 1993, for retirements after February 1, 1985, a lump-sum payment of \$200 on a one time basis.		
Safety Shoe Allowance:	\$20 (\$15) per year.		

TRANSPORTATION EQUIPMENT

Budd Canada Inc. at Kitchener - Local 1451, Canadian Auto Workers (CLC)
(production, office and technical employees): Two 36-month
 renewal agreements effective from May 8, 1991* to April 22,
 1994, with wages retroactive to April 1, 1991, covering 1,314
 employees, settled during a work stoppage. Duration of
 negotiations - 2 months.

* Previous agreement expired April 21, 1991.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Apr. 6/92</u>	<u>Apr. 5/93</u>
General Increases		3%	2%	2%
COLA Fold-in		\$1.78 for hourly rated, office and technical employees		
Additional Adjustments		60¢ for skilled trades and Office Grades 12 & 13		
<u>Hourly Rated Employees</u>				
Labourer		\$17.96 (\$15.71)	\$18.32	\$18.69
Tool & Die Maker		\$22.16 (\$19.20)	\$22.60	\$23.35

COLA: \$1.83 COLA was generated under the previous agreement. For
 hourly rated, office and technical employees, \$1.78 is folded
 into wages leaving 5¢ to float. For incentive employees, \$1.78
 remains as an add and 5¢ continues to float.

1¢ per 0.1 point change in the CPI - 1981=100, using the average
 index for October, November and December 1990 as the base. No
 diversions. (Basic formula is unchanged. Previously, a total
 of 31¢ was diverted to offset settlement costs.)

Effective May 3, 1993, 1¢ per 0.073 point change in the CPI -
 1986=100, using February 1993 as the base index. The first 17¢
 COLA generated is diverted to offset the costs of the
 settlement.

Shift Premium: 0-\$1.04-\$1.61 (\$0.92¢-\$1.39). Effective April 6, 1992,
 0-\$1.06-\$1.64. Effective April 5, 1993, 0-\$1.08-\$1.67.

Paid Holidays: Easter Monday plus a floating day are added for a total of 16
 (14) days. Effective April 6, 1992, 15 days. Effective April
 5, 1993, 14 days.

Vacation \$100 added to vacation pay. Effective April 6, 1992, \$300.
Bonus (new): Effective April 5, 1993, \$500.

Health and Life Insurance - Effective August 1, 1991, benefit is \$39,500
Welfare: (\$35,000). Effective August 1, 1992 and 1993, \$40,500 and
\$41,000 respectively.

Life Insurance for Retirees - Benefit for present retirees is
\$4,500 (\$4,000). For retirees on or after August 1, 1991,
\$5,000.

Weekly Indemnity - Effective May 1, 1991, benefit is \$485
(\$435). Effective May 1, 1992 and 1993, \$510 and \$545
respectively.

Long Term Disability (per month)

	<u>Less than 10 Years Seniority</u>	<u>More than 10 Years Seniority</u>
August 1, 1991	\$1,535 (\$1,299)	\$1,710 (\$1,440)
August 1, 1992	\$1,565	\$1,745
August 1, 1993	\$1,630	\$1,810

LTD for Current Recipients - Minimum \$1,000 (\$900) per month
including any payments from the pension plan, W.C.B. or C.P.P.
benefits.

Vision - Effective August 1, 1991, maximum claim is \$170 (\$160)
with prescription every year and \$165 (\$155) without
prescription every 2 years. Effective August 1, 1992, \$180 and
\$175 respectively. Effective August 1, 1993, \$190 and \$185
respectively.

Dental - Effective August 1, 1991, maximum lifetime claim for
orthodontics is \$1,500 (\$1,250). Coverage extended to include
pit and fissure sealants on permanent teeth for children 14
years and under. Effective April 1, 1992, maximum annual claim
for other services is \$1,300 (\$1,000).

Bridge Survivor Income Benefit - Maximum \$450 (\$400) per month
for surviving spouse and \$525 (\$475) for surviving spouse with
dependent children. Effective May 1, 1992, \$475 and \$550
respectively.

SUB: Employer Contribution - 34¢ (29¢) for regular hours, 40¢ (35¢)
for time and one half hours and 46 (41¢) for double time hours
worked. Effective April 6, 1992, 38¢, 44¢ and 50¢ respectively.
Effective April 5, 1993, 41¢, 47¢ and 53¢ respectively.

Benefit - Effective May 13, 1991, \$125 (\$100) for non-leveling
benefit and \$150 (\$115) for employee not in receipt of UIC
benefits.

Moving Allowance:	\$795-\$1345 (\$665-\$1120) for single employee and \$1765-\$2770 (\$1470-\$2310) for married employee, depending on distance between plants.
Safety Shoe Allowance:	Maximum \$65 (\$50) for 1 pair per year.
Tool Allowance:	\$1,000 (\$800) for new apprentice.
Union Education Leave Fund:	<u>Employer Contribution</u> - Effective May 8, 1991, 2¢ (1¢) per hour worked.
Paid Legal Services Plan:	<u>Employer Contribution</u> - 9¢ (5¢) per straight time hour worked.

ELECTRICAL PRODUCTS

Asea Brown Boveri Inc., previously, Westinghouse Canada Inc. at London - Local 546, Electrical Workers (UE) (CLC): A 36-month renewal agreement effective from April 5, 1991 to April 4, 1994, covering 410 employees*, settled with mediation assistance. Duration of negotiations - 5 months.

* Includes 140 employees currently on lay-off status.

Wages:	Effective	<u>Apr. 5/91</u>	<u>Apr. 5/92</u>	<u>Apr. 5/93</u>
General Increases		45¢	20¢	15¢
COLA Fold-in		\$1.31		
Additional Adjustments		2¢-20¢ for Labour Grades 9-12		
Skilled Trades Adjustments		\$1	25¢	25¢
Labour Grade 2 (includes Operator)		\$14.340 (\$12.580)	\$14.540	\$14.690
Labour Grade 13 (includes Electrician)		\$18.909 (\$15.949)	\$19.359	\$19.759

COLA: \$1.31 generated during the previous agreement is folded into wages leaving no float.

1¢ per 0.135 point increase in the CPI - 1981=100, using the October 1991 index as the base. One quarterly adjustment in the first contract year, 3 in the second year and 4 in the third year. (Previously, 1¢ per 0.32 point increase in the CPI - 1971=100.)

Shift Premium: 0-60¢-60¢ (0-50¢-50¢).

Paid Lunch Period: .5 (.4) hour's pay at straight time.

Call-in Pay: Minimum 4 (3) hours' pay at time and one-half.

Bereavement Leave: Up to 3 days paid leave upon death of son/daughter-in-law (new)

Health and Welfare: Life Insurance - Benefit is \$25,000 (15,000).
AD & D - Benefit is \$100,000 (\$15,000).
Dental - Coverage continues to be based on the current year's ODA fee schedule.

Pension Plan: The following benefits apply to service with Asea Brown Boveri Inc. only.
Basic Benefit - \$21 (\$19) per month per year of service. Effective April 5, 1992 and 1993, \$22 and \$24 respectively.
Bridging Benefit - \$12 per month per year of service.
Vesting - After 2 years of service.

Safety Shoe Allowance: \$60 (\$50) per year. Effective April 5, 1993, \$65.

NON-METALLIC MINERAL PRODUCTS

Domtar Inc., Domtar Construction Materials (Gypsum Products) at Caledonia - Local 14994, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1991 to March 31, 1993, covering 285 employees, settled at the conciliation officer's stage. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 1/91	Apr. 1/92
Averages		51¢	58¢
Increases			
Job Class Increment		15¢ (14¢)	
Job Class 2 (includes Yard Labourer)		\$14.71 (\$14.19)	\$15.29

	Job Class 18 (includes General Repair Mechanic)	\$17.11 (\$16.43)	\$17.69
Shift Premium:	0-45¢-60¢ (0-40¢-55¢).		
Sunday Premium:	\$1.70 (\$1.60).		
Bereavement Leave:	5 (3) days' paid leave upon death of spouse, son or daughter, if not consecutive working days. (Previously, spouse only.)		
Health and Welfare:	<u>LTD</u> - Maximum benefit is \$1,000 (\$950) per month.		
Safety Shoe Allowance:	\$70 (\$60) per year.		
Humanity Fund (new):	<u>Employer Contribution</u> - 2 hours straight time at the Job Class 1 rate or actual time worked, for supervisor performing bargaining unit work.		

CHEMICAL AND CHEMICAL PRODUCTS

Dupont Canada Inc. at Maitland - Local 28, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from May 1, 1991 to April 30, 1993, covering 512 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/91</u>	<u>May 1/92</u>
	Average Increases	6%	4.2%
	Skilled Trades Adjustment	25¢	25¢
	Additional Adjustments	Minor restructuring of wage schedule; some classification changes	
	Labourer	\$14.16 (\$14.09)	\$14.25
	Electrician Controller 5 (Electrician 1st Class)	\$19.91 (\$18.55)	\$21.00

Shift Premium: 0-65¢-81¢ (0-60¢-75¢). Effective May 1, 1992, 0-69¢-85¢.

12-hour Night Shift - 97¢ (90¢) per hour. Effective May 1, 1992, \$1.03.

Blended Shift Premium (new): 78¢ for eligible employees. Effective May 1, 1992, 83¢.

Sunday Premium: \$1.95 (\$1.80) per hour. Effective May 1, 1992, \$2.10.

Meal Allowance: \$7.50 (\$6.50).

Safety Shoe Allowance: \$73 (unchanged) or 100%, whichever is less, for the first pair, \$57 (\$36.50) for the second pair, and \$37 (\$36.50) for each subsequent pair per calendar year.

CONSTRUCTION

Hand Association of Sewer, Watermain and Road Contractors at OLRB Areas 5 and 26 - Local 837, Labourers (AFL-CIO): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 750 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Package:	Effective	Jan. 21/91	Jan. 1/92
	Increases	0-\$1.66	\$1.20-\$1.65
	Additional Adjustment	Restructuring of wage grid for Area 5	
	Labourer-OLRB Area 5 except North and South Grimsby and Nanticoke Industrial Park	\$19.05 (\$20.45)	\$20.25
	Powderman-OLRB Area 26 Bridge Building	\$26.89 (\$25.23)	\$28.54

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension and 55¢ to training fund.

Start Rate (new) - 75% of basic labourer rate for the first 800 hours worked for Labourer as determined by Local 837.

Truck Driver Premium (new): Effective January 1, 1991, 15¢ per hour. Effective January 1, 1992, 25¢ per hour.

Welfare Fund: Employer contributes 80¢ (\$1.60) for OLRB Area 5. \$1.60 (unchanged) for all other areas.

Pension Fund: Effective January 21, 1991, employer contributes \$1.20 (\$1) for OLRB Area 26 and \$1.00 for Area 5. Effective January 1, 1992, \$1.30 for OLRB Area 26.

Ontario Concrete and Drain Contractors Association, OLRB Area 8 and Simcoe County - Local 183, Labourers (AFL-CIO) and Local 793, International Operating Engineers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1991, to April 30, 1992, covering 1,270 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 1 month.

Package:	Effective	May 1/91
	Increases	No increase in rates that were in effect at the expiry of the previous agreement.
	Labourer	\$23.22 (\$23.22)
	Combination Skilled Worker	\$25.42 (\$25.42)

Package rates shown include wages, holiday and vacation pay and employer contributions to welfare, pension and training funds.

WHOLESALE TRADE

Ontario Produce Company, Oshawa Foods Division of the Oshawa Group Limited at Malton and Toronto - Local 419, Teamsters (AFL-CIO) (Full-time and part-time wholesale food employees): A 24-month renewal agreement covering 800 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	Mar.10/91	Mar.14/92
	Increases*		
	Full-time Employees		\$1.00 to top rates
	Part-time Employees		\$0.50 to top rates
	Packager	\$16.04-\$18.87 (\$16.04-\$18.87)	\$16.89-\$19.87
	Maintenance Mechanic	\$17.10-\$20.12 (\$17.10-\$20.12)	\$17.95-\$21.12

* Increases are pro-rated to maintain wage scales of 85%, 90% and 95% of job rate (unchanged) over the first 3 years of employment.

Lump Sum Payment:	Effective May 26, 1991, \$575 for full-time employee and \$150 for part time employee. Payment may be directed toward an RRSP.
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Health & Welfare: Major Medical - Maximum \$15,000 (\$10,000) per year per person for all benefit coverage.

Vision - Maximum claim is \$150 (\$125) every 2 years.

Dental - Maximum claim is \$1,100 (\$1,000) per year for basic coverage.

Continuation of Benefits - Major medical and dental coverage will continue for retirees aged 55 years or more. (Previously, provision applied but was not part of the collective agreement.) Benefit coverage continues for 4 months for laid-off employee. Coverage re-instated for laid off employee who has worked a minimum of 75 hours in a month. Coverage will continue for 6 months in the event of a plant closure (new).

Pension Plan: Basic benefit - Based on the 1984 (1978) base gross earnings for employee with credited service prior to January 1, 1985. Effective March 14, 1992, employer contributes 50¢ per hour towards an employer operated RRSP for full-time employees.

Severance Pay (new): 2 weeks' pay per year of service up to 5 years and 3 weeks' pay per year thereafter to a maximum of 52 weeks' pay for employee on lay-off and 3 weeks' pay per year of service to a maximum of 52 weeks' pay in the event of a plant closure.

Training Allowance: \$1,500 (\$1,200) per year for eligible employee training for Class 'A' driver's licence. Effective March 14, 1992, \$1,700.

Meal Allowance: \$4 (\$3.50), \$5 (\$4) and \$6 (\$5) for breakfast, lunch and dinner respectively.

EDUCATION AND RELATED SERVICES

Carleton Roman Catholic School Board at Nepean - Employees' Association (Ind.) (technical and clerical employees): Two 24-month renewal agreements effective from January 1, 1991 to December 31, 1992, covering 260 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
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General Increases	5.5%	5%
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Additional Adjustments	Restructuring of wage schedule
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Technical Employees

Job Level 2 (includes Caretaker)	\$12.07 (\$11.44)	\$12.67
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Job Level 4 (includes Carpenter)	\$18.10 (\$17.16)	\$19.01
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Maximum rates are reached after 4 years.

Overtime Pay: Time Off In Lieu - Employee may request time off in lieu of pay to a maximum of 4 (3) days per year.

Health and Welfare: Vision (new) - Effective January 1, 1992, employer pays 75% of premium costs. Maximum claim is \$125 every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Security Check Allowance: \$2,400 (\$2,250) for Head Caretaker for security checks from October 15, 1991 to April 15, 1992.

Durham Board of Education at Oshawa - Local 218, Canadian Union of Public Employees (CLC) (full-time and part-time custodial, maintenance, cafeteria employees and drivers: A 24-month renewal agreement effective from April 1, 1991 to March 31, 1993, covering 593 employees, settled at the conciliation officer stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
	General Increases	6%	5.5%
	Cafeteria Assistant	\$11.44 (\$10.79)	\$12.07
	General Labour	\$14.17 (\$13.37)	\$14.95
	Custodian 0-1 year	\$14.59-\$15.25 (\$13.76-\$14.39)	\$15.39-\$16.09
	Plumber	\$18.65 (\$17.59)	\$19.68

Paid Maternity/
Adoption Leave
(new): 2 weeks at 90% of weekly insurable earnings.

Health and Welfare: Dental - Effective July 1, 1991, coverage is based on the 1990 (1989) ODA fee schedule. Effective April 1, 1992, the 1991 ODA fee schedule.

Safety Shoe Allowance: \$70 (\$50) per year for maintenance employees.

University of Toronto Governing Council - Faculty Association (Ind.): A 24-month renewal agreement effective from July 1, 1991 to June 30, 1993, covering 3,500 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>July 1/91</u>	<u>Jan. 1/92</u>	<u>July 1/92</u>
General Increases		4%	1% on June 30 1991 base salary	4%
Additional Adjustment		Minor restructuring of wage schedule		

Annual Rates

Assistant Professor \$36,400-\$61,900
(\$35,000-\$59,500)

Associate Professor \$44,600
(\$42,900-\$77,200)

Professor \$59,600
(\$57,300)

Female Salary Review: \$800,000 (\$200,000) allocated for adjustments on a pro-rated basis for eligible employees.

Health and Welfare: LTD - CPP secondary disability benefit offset deleted.

Dental - Coverage is based on the 1990 (1989) ODA fee schedule. Effective January 1, 1992, the 1991 ODA fee schedule.

The following changes are effective July 1, 1992:

Pension Plan: Current Retirees - Effective July 1, 1991, benefits increased by 0.7%.

Pension Indexing - 75% of CPI to a maximum CPI of 8% plus 60% of CPI in excess of 8%. Increase not to be less than CPI - 4%. (Previously, 60% of CPI)

Pension accrual for pensionable earnings below CPP maximum increased to 1.3% (1%).

Participant contributions shall be 3.9% (2.5%) of pensionable earnings below and 6% (5%) above the CPP maximum salary.

HEALTH AND WELFARE SERVICES

Norfolk General Hospital and Nursing Home at Simcoe - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service, office and clerical employees): Two 24-month renewal agreements effective from April 1, 1991 to March 31, 1993, covering 404 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
	General Increases	8%	7%
	Additional Adjustments	50¢ to Maintenance A & B	50¢ to Maintenance A & B
	Housekeeping/ Dietary Aide	\$12.15-\$12.55 (\$11.25-\$11.62)	\$13.00-\$13.43
	R.N.A.	\$13.83-\$14.23 (\$12.81-\$13.18)	\$14.80-\$15.23
	Maintenance Class "A"	\$16.03-\$16.44 (\$14.38-\$14.76)	\$17.65-\$18.09

Maximum rates are reached after 3 years. Non Registered Nursing Assistant progresses to Registered Nursing Assistant scale upon certification (new).

Weekend Premium: 45¢ (25¢) per hour worked.

Autopsy Premium: \$30 (\$15) for each autopsy performed during regular shift hours.

Paid Vacation: Effective July 1, 1991, 4 weeks after 5 (8) years of service.

Vacation Pay (part-time): 8% after 8,250 (16,500) hours worked.

Paid Sick Leave: Where vacation is interrupted due to serious illness or bereavement leave which began prior to and continues into the scheduled vacation, the period of illness or hospitalization shall be considered sick leave (new).

Absence due to pregnancy-related illness may be applied against sick leave credits (new).

SUB (full-time): Parental Leave - Benefit is extended to provide 75% of regular pay for up to 25 weeks for maternity leave and 10 weeks for adoption or paternity leave when employee is in receipt of UIC benefits (new).

Uniform Allowance: \$70 (\$60) per year for R.N.A., Health Care Aide, Pharmacy Assistant, Ward Clerk, Physio Clerk, Laboratory and X-Ray Secretaries. Pro-rated for part-time employees.

Safety Shoe Allowance (new): \$40 per year for Maintenance/Receiving employees.

Parkwood Hospital and McCormick Home for the Aged at London - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Three 24-month renewal agreements effective from April 1, 1991 to March 31, 1993, covering 678 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
	General Increases	8%	7%
	Skilled Trades Adjustment	35¢ for Carpenter	
	Additional Adjustments	25¢ to O.T. Asst, 10¢ to Physio Asst, 35¢ to Phys. Oper, 21¢ to Food Prep Aide (McCormick Home)	10¢ to Physio Asst
	Housekeeping Aide	\$12.60-\$12.71 (\$11.67-\$11.77)	\$13.48-\$13.60
	R.N.A.	\$14.31-\$14.42 (\$13.25-\$13.35)	\$15.31-\$15.43
	Electrician	\$18.25-\$18.36 (\$16.90-\$17.00)	\$19.53-\$19.65
	Maximum rates reached after 2 years.		
Call-Back Pay:	<u>Full-time Employees</u> - Minimum of 4 (3) hours' pay at time and one-half when called back to work beyond normal shift.		
Reporting Pay:	<u>R.N.A.</u> - 4 (3 3/4) hours. <u>Part-time</u> - 3 hours. (Previously, half schedule shift.)		
Paid Vacation:	<u>Full-time</u> - 4 weeks after 5 (8) years of service.		
Health and Welfare:	<u>Vision (full-time)</u> - Maximum claim is \$100 every 18 (24) months.		
Safety Shoe Allowance:	<u>R.N.A./Full-time</u> - \$65 (\$60) per year. <u>Part-time</u> - \$50 (\$45) per year.		
Uniform Allowance:	<u>Full-time</u> - \$70 (\$60) per year. <u>Part-time</u> - \$45 per year. (Previously 2.5¢ per hour.)		

Victoria Hospital Corporation at London - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 26 1/2 month renewal agreements effective from January 19, 1991 to March 31, 1993, covering 1,004 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	Jan. 19/91	Jan. 19/92	Jan. 19/93
General Increases		8%	7%	10¢
Additional Adjustments	Certain reclassifications			
Group 2 (includes Equipment Attendant)	\$12.68-\$12.85 (\$11.74-\$11.90)	\$13.57-\$13.75	\$13.67-\$13.85	
Group 4 (includes Orderly)	\$13.87-\$14.03 (\$12.84-\$12.99)	\$14.84-\$15.01	\$14.94-\$15.11	
Group 24 (includes Electrician)	\$19.01 (\$17.60)	\$20.34	\$20.44	

Maximum rates are reached after 2 annual increases.

Charge Hand Premium (full-time):	Effective the first full pay period following May 5, 1991, 60¢ (40¢) per hour. Effective January 19, 1992, 70¢.
Call Back Pay (full-time):	Effective the first full pay period following May 5, 1991, 4 (3) hours' pay at time and one-half.
Standby Pay:	Effective the first full pay period following May 5, 1991, \$2.10 (\$1.40) per hour.
Paid Vacation (full-time):	<u>Full-time</u> - Effective March 31, 1991, 4 weeks after 5 (8) years of service.
Vacation Pay (part-time):	Effective April 1, 1991, 8% after 8,250 (13,200) hours worked.
Bereavement Leave:	3 (1) days' paid leave upon death of brother-in-law, sister-in-law, son-in-law and daughter-in-law.
Health and Welfare:	The following changes are effective the first billing period following May 5, 1991, and apply to full-time employees only.
	<u>Vision</u> - Maximum claim is \$90 (\$60) every 2 years.
	<u>Hearing</u> - Maximum lifetime claim is \$400 (\$300) per person.

SUB: Parental Leave - Benefit is extended to provide 75% of regular (full-time) pay for 10 weeks when employee is in receipt of U.I.C. benefit (new).

Safety Shoe Allowance: Full-time - Effective April 1, 1992, maximum \$80 (\$60) per year.

Part-time - Effective April 1, 1992, maximum \$40 (\$30) per year.

Canadian Hearing Society at Toronto - Local 2073, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
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General Increases*	4%	3.5%
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Additional Adjustments	Restructuring of wage schedule**	**
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Annual Salary Ranges***

Range A (includes Clerk General Grade I)	\$18,000-\$26,000 (\$15,793-\$17,723)
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Range K (includes Psychologist Grade II)	\$43,000-\$56,000 (\$49,643-\$56,905)
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* Apply only to employees' salaries.

** Restructuring of the wage schedule occurred as a result of job evaluation plan. Plan provides for internal equity adjustments to certain classifications to be applied on January 1, 1991, 1992 and 1993. Adjustments for 1993 to be negotiated.

*** Range of progression eliminated for current employees for the duration of the agreement. (Previously, maximum rates were reached after 2 1/2 years for Clerk General and after 5 years for Psychologist.)

The following provisions are effective May 23, 1991, unless specifically stated otherwise.

Acting Pay: Employee temporarily transferred to higher classification for 10 days or more receives appropriate rate in the higher classification for all hours beyond the second day. (Previously, employee who worked at least 4 weeks at higher classification received appropriate rate for all hours worked.)

Paid Maternity/Adoption/Parental Leave: 2 weeks at 75% of weekly wage (unchanged) plus an additional 25 (15) weeks at the difference between 75% of wages and the UIC benefit. Effective January 1, 1991, 27 weeks at 81% of weekly wages. Employee choosing to share spouse's maternity leave receives wage top up (new).

Court Attendance Leave: Paid leave for employee attending civil court as a plaintiff or defendant (new).

Health and Welfare: Dental (new) - Effective October 1, 1991, employer pays 50% of premium costs for coverage based on the 1991 ODA fee schedule.

Meal Allowance: \$30 (\$25) per day for out-of-town meetings or conferences and \$7 (\$6) after 2 hours or more of overtime after 6:30 p.m.. Effective January 1, 1992, \$35 and \$8 respectively.

Mileage Allowance: Effective January 1, 1991, 32¢ per kilometre. (Previously, 30¢ per km up to 4,000 km, 26¢ for 4,000 to 12,000, and 22¢ for over 12,000.)

PERSONAL SERVICES

Servifood Ltd., previously Canadian National Institute for the Blind, Ontario Division, province-wide - Local 68, Service Employees International (AFL-CIO/CLC): A 24 month renewal agreement effective from February 1, 1991 to February 31, 1993, covering 200* employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

* Includes 15 employees currently on lay-off status.

Wages:	Effective	<u>June 10/91</u>	<u>Feb. 1/92</u>
	Increases	*	4.5% to Top Rates
	Additional Adjustment	27¢-17¢ to Short Order Cook & Cashier, 16¢ to General Help Start Rate	
	General Help	\$6.25-\$7.91 (\$6.09-\$7.61)	\$6.25-\$8.27
	Vending Technician	\$9.40-\$12.05 (\$9.40-\$11.75)	\$9.40-\$12.59

* Effective June 10, 1991, maximum rates reached after 3 (2) years.

Lump Sum Payment: \$200 in lieu of retroactivity for employee on payroll as of February 1, 1991. \$50 per month of completed service to June 1, 1991, for employee hired after February 1, 1991.

Paid Holidays: 1 floating day per year is added for a total of 12 (11) days.

Health and Welfare: Weekly Indemnity - Effective February 1, 1992, plan includes SUB top up to UIC maximum (new).

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees (NUPGE) (CLC)
(administrative services category): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 7,957 employees, settled with mediation assistance. Duration of negotiations - 5 1/2 months.

Wages: Effective Jan. 1/91

General Increase 5.8%

Additional Adjustments 1% for Property Assessor 3

Weekly Rates

Sheriff's Officer 1 \$571.77-\$642.71
36 1/4 hours per week (\$540.43-\$607.48)

Technical Consultant 1 \$1,070.06-\$1,310.80
Minimum 36 1/4 hours (\$1,011.40-\$1,238.94)
per week

Maximum rates are reached in annual steps on merit.

Note: Effective December 31, 1990, pay equity adjustments of 27¢-\$4.56 per hour were applied to various classifications.

Provincial Schools Authority, province-wide - Provincial Schools Teachers (Ind.):
A 12-month renewal agreement effective from September 1, 1990 to August 31, 1991, covering 250 employees, settled at the post mediation bargaining stage. Duration of negotiations - 11 1/2 months.

Wages: Effective Sept. 1/90

General Increase 6%

Teacher-Category E1 \$20,815-\$28,870
0-5 years (\$19,637-\$27,236)

Teacher-Category E4/S1 \$27,616-\$46,446
0-9 years (\$26,053-\$43,817)

Teacher-Category E7/S4 \$34,461-\$57,995
0-10 years (\$32,510-\$54,712)

Annual Responsibility Allowances:	<u>Principal</u> - Maximum \$11,000 (\$8,000). <u>Vice-Principal</u> - \$5,238 (\$4,238) for 11-14 teachers and \$5,658 (\$4,658) for 15 or more teachers. <u>Education Co-ordinator</u> - \$3,500 (\$2,700) for small centres, \$4,025 (\$3,225) for 3-10 teachers and \$4,655 (\$3,855) for 11 or more teachers. <u>Resources Services Consultant</u> - \$1,000 (\$735) above classroom teacher allowance.		
Paid Maternity Leave (new):	Maximum 15 weeks at the difference between 75% of wages and the UIC benefit, paid after a 2-week waiting period.		
Health and Welfare:	<u>Life Insurance</u> - Benefit is one times annual salary (unchanged) with no maximum (previously, to a maximum of \$37,000). <u>Vision</u> - Maximum claim is \$120 (\$100) per person every 2 years. <u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule for basic and orthodontic services and dentures. Effective September 1, 1990, employer pays 100% of premium costs for major restorative services with a maximum annual claim of \$1,000 per person on 60%-40% co-insurance basis, based on the 1989 ODA fee schedule (new). Effective 1991, the 1990 ODA fee schedule for major restorative services. <u>Continuation of Benefits During Paternity Leave</u> - Employer pays 100% of premium costs for health and welfare benefits for up to 18 weeks on the birth of a child (new). <u>Continuation of Benefits During Education Leave</u> - Employer pays 100% (75%) of premium costs for health and welfare benefits.		
Paid Preparation Time:	Guaranteed minimum 140 minutes per week. (Previously, amount of preparation time not specified or guaranteed.)		
Immunization Reimbursement (new):	Employer pays the cost of Hepatitis B vaccination when such vaccination is recommended by a physician.		

LOCAL ADMINISTRATION

Brampton City Corporation - Local 1068, International Association of Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>
	General Increases	4.6%	2.125%

	Fire Fighter 4th Class	\$31,824 (\$30,425)	\$32,500
	Fire Fighter 1st Class	\$48,960 (\$46,807)	\$50,000
	Assistant Deputy Fire Chief	\$68,544 (\$65,530)	\$70,000
Health and Welfare:	<u>Vision</u> - Effective July 1, 1991, maximum claim is \$175 (\$150) every 2 years.		
	<u>Dental</u> - Effective July 1, 1991, coverage is based 1991 (1989) ODA fee schedule.		
	<u>Continuation of Benefits for Retirees</u> - Effective July 1, 1991, maximum claim is \$175 every 2 years for vision care (new).		
Cleaning Allowance:	\$125 per year for all employees. (Previously, \$125 for all ranks above 1st class Fire Fighters, all staff employees and Communication Operators. \$85 for all other employees.)		
Out-of-Pocket Allowance:	\$35 (\$25) per week for employee attending Ontario Fire College in Gravenhurst.		

Guelph City Corporation - Local 241, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal agreement effective from February 1, 1991 to January 31, 1992, covering 203 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 1/91</u>
	Increases	78¢ for permanent, full-time employees; 27¢ for all others
	Labourer	\$13.99 (\$13.21)
	Licensed Mechanic	\$17.84 (\$17.06)
Shift Premium:	63¢ (60¢) for all hours worked outside regular shifts from Monday to Friday.	
Standby Pay:	65¢ (60¢) per hour.	
Paid Vacation:	4 weeks or 8% after 9 (10) years of service and 6 or 12% after 24 (25).	
Bereavement Leave:	Up to 5 (3) days' paid leave upon death of spouse or child.	

Maternity/
Adoption Leave: Employee continues to accumulate vacation and sick leave credits during maternity/adoption leave (new).

Health and
Welfare: Life Insurance - Benefit is \$40,000 (\$25,000).

Vision - Maximum claim is \$150 (\$120) per person every 2 years.

Dental - Coverage is based on the 1990 (1989) ODA fee schedule.

Continuation of Benefits - Employer pays the premium costs for health care benefits for employee's spouse from date of employee's death until the date employee would have become age 65 (new).

Safety Shoe
Allowance: \$65 (\$60) per year.

License/
Certificate
Allowance
(new): Employer pays the cost of fees for maintaining a certificate or license required for the performance of an employee's duties.

Temporary
Employees: Temporary employees no longer eligible for bereavement leave, jury duty, paid sick leave and clothing allowance. (Previously, same entitlement as permanent employees for jury duty, bereavement leave and clothing allowance and paid sick leave after 3 months of employment.)

North York City Corporation - Local 94, Canadian Union of Public Employees (CLC)
(inside, outside and dental department employees): Three 24-month renewal agreements effective from January 1, 1991 to December 31, 1992, covering 1,250 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/91	Jan. 1/92
	General Increases	4.8%	4.6%
	<u>Outside Employees</u>		
	Wage Grade 2 (Labourer)	\$15.43 (\$14.72)	\$16.14
	Wage Grade 23 (HVAC Servicer)	\$21.56 (\$20.57)	\$22.55
	<u>Inside Employees</u> <u>35 hours per week</u> <u>Weekly Rates</u>		
	Salary Grade 1001 (Clerk General Grade 1)	\$408.07-\$466.98 (\$389.38-\$445.59)	\$426.84-\$488.46

Salary Grade 1034 (includes Real Estate Analyst)	\$920.66-\$1,048.00 (\$878.49-\$1,000.00)	\$963.01-\$1,096.21
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Maximum rates for Clerk General 1 and Real Estate analyst are reached after 4 years.

The following provisions are effective July 1, 1991 unless stated otherwise.

Shift Premium: Effective July, 1991, 0-60¢-60¢ (0-54¢-54¢). Effective July 1, 1992, 0-62¢-62¢.

Weekend Shift Premium: Effective July 1, 1991, 60¢-\$1.02-\$1.02 (54¢-94¢-94¢). Effective July 1, 1992, 62¢-\$1.06-\$1.06.

Standby Pay: Effective July 1, 1991, \$68 (\$55) per week.

Bereavement Leave: Effective July 1, 1991, 2 (1) days' paid leave upon death of relative other than immediate family and immediate family is extended to include step-mother/father/brother/sister/daughter/son.

Paid Vacation: Effective July 1, 1991, 6 weeks after 22 (23) years of service. Effective July 1, 1992, 1 extra week after 30 years of service on a one time basis (new).

Health and Welfare: LTD - Effective July 1, 1991, maximum benefit is \$4,000 (\$3,500). Effective January 1, 1992, employer pays 50% (25%) of premium costs for health benefits for employee on LTD.
Major Medical - Maximum 12 visits to a chiropractor per year (new).
Hearing (new) - Maximum lifetime claim is \$400.
Vision - Maximum claim is \$165 (\$125) every 2 years.
Dental - Coverage continues to be updated April of each contract year and is currently the 1991 (1990) ODA fee schedule.

Mileage Allowance: 36¢ (32¢) per kilometre. Effective January 1, 1992, 37¢.

Tool Allowance: \$30 (\$25) per month for Licensed Automotive Mechanic. Effective July 1, 1992, \$35.

Uniform Allowance: Water Meter Readers - \$60 per year shoe allowance (new).
Works Inspectors - Effective September 30, 1991, one winter parka, thereafter on a replacement basis (new).
Animal Control Officer - Effective September 30, 1991, one pair of coveralls per year (new).

Semi-Skilled Labourers - Effective October 1, 1991, one pair of felt lined rubber boots for employee engaged in watermain repair (new).

Ottawa Police Services Board, previously Ottawa City Board of Commissioners of Police - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 611 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>	<u>Dec. 31/91</u>
	General	4%	2%	
	Increases			
	Additional			Minor
	Adjustment			restructuring
				of wage
				schedule

Annual Rates

Constable	\$38,968.73	\$39,748.10
3rd Class	(\$37,469.94)	
Constable	\$49,351.42	\$50,338.45
1st Class	(\$47,453.09)	
Senior Staff	\$65,265.96	\$66,571.28
Sergeant	(\$62,755.72)	

Paid Holidays: 1 floating day is added for a total of 12 (11) days.

Paid Vacation: 7 weeks after 30 years of service (new).

Training Premium (new): Effective September 1, 1991, \$10 per day.

Overtime Pay: Payable if employee receives less than 72 (24) hours notice of a change in tour.

Special Pay Allowance: Employee with 1 year's service in Identification Section receives Sergeant's pay while so employed. (Previously, 94.36% of Sergeant's pay.)

Acting Pay: Constable with 1 year's service in Criminal Investigation Division who is transferred to the Identification Division receives Sergeant's salary after 3 months in the new division. Provision also applies to Constable transferred from Identification Division to the Criminal Investigation Division (new).

Paid Maternity Leave: Maximum 17 (15) weeks at the difference between 93% of wages and the UIC benefit.

Health and Welfare:	<u>Life Insurance</u> - Effective December 31, 1991, employer pays \$33 (\$26.40) per month per employee for a benefit of \$100,000 (\$80,000). <u>Major Medical and Semi-Private Hospitalization</u> - Effective September 1, 1991, employer pays \$16 (\$9) per month for single coverage and \$40 (\$22.79) per month for family coverage. <u>Dental</u> - Coverage is based on the 1990 (1989) ODA fee schedule. <u>Continuation of Benefits</u> - Employer continues to pay its share of the premium costs for health and welfare benefits for up to 35 (17) weeks for employee on maternity leave.		
Legal Services Allowance:	Employer pays legal costs for employee brought before inquiry established by the Police Complaints Commissioner and found not guilty (new).		
Police College Allowance:	\$50 (\$25) per day.		
Dry Cleaning Allowance:	\$325 (\$300) per year.		
Plain Clothes Allowance:	Effective September 1, 1991, a maximum of \$950 (\$850) per year.		
Termination Allowance:	<u>Separation other than Death and Retirement</u> - Employee with 5 years of seniority (previously, no minimum) receives 50% of the unused sick leave credits to a maximum of 195 (160) days' pay. <u>Death</u> - 50% of double unused sick leave credits to a maximum of 195 days' pay. (Previously, 50% of unused credits to maximum of 160 days.) <u>Retirement</u> - Maximum of 195 (160) days' pay. For employees hired prior to January 1, 1984, unused credits in excess of 260 (unchanged) to maximum 195 (160) days are paid out at retirement.		

Windsor City Police Services Board, previously, Windsor City Board of Commissioners of Police - Police Association (Ind.) (Unit A):
A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 365 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>	<u>Sept. 1/91</u>
	General	4%	2.21%	
	Increases			

Additional
Adjustment

Senior
Constable
classification
added; salary
is 102.5% of
1st Class Cons-
table salary

Annual Rates

Police Constable 4th Class- Level II	\$34,474.66 (\$33,148.71)	\$35,236.55
Police Constable 1st Class	\$48,940.00 (\$47,057.64)	\$50,020.00
Staff Sergeant	\$61,175.00 (\$58,822.06)	\$62,525.00

Staff Sergeant salary is 125% of First Class Constable salary.

Previous rates reflect parity adjustment of 4.249% effective July 1, 1990.

Overtime Pay: Straight time hourly rate for employee required to work through lunch period (new).

Paid Maternity Leave: Maximum 15 weeks at the difference between 75% of regular wages and the UIC benefit following a 2-week waiting period (new). Vacation entitlement continues to accrue during the first six months of maternity leave. Entitlement reduced by 1/12 per full month beyond six. (Previously, entitlement reduced by 1/12 per full month's absence.)

Paid Court Leave: Maximum 8 hours' overtime per day for employee required to attend court during maternity or adoption leave (new). \$20 per hour for retiree required to attend court relating to duties prior to retirement (new).

Health and Welfare: Life Insurance - Effective July 1, 1991, \$5,000 (\$2,500) for employee's spouse and \$2,500 (\$1,000) for employee's child.

Major Medical - Effective August 1, 1991, deluxe out-of-province coverage is added. Effective January 1, 1992, semi-private and ward coverage is added for Nursing and Old Age Homes, based on the applicable rates for Nursing Homes.

Vision - Effective August 1, 1991, maximum claim is \$150 (\$100) per person.

Dental - Effective August 1, 1991, pit and fissure sealants are added to basic coverage. Maximum lifetime claim for orthodontics is \$2,000 (\$1,500) per person.

Meal Allowance: \$7.50 (\$5).

Training Allowance: \$40 (\$30) per week for recruits training at the Ontario Police College. One additional return air fare for non-recruits attending other training courses every 3 successive weeks. (Previously, one additional air fare beyond three weeks.)

Addenda

January 1991 Settlement

CONSTRUCTION

Non-Destructive Testing Management Association, Central Canada Region - Quality Control Council of Canada (Ind.): A 24-month renewal agreement effective from December 1, 1990 to November 30, 1992, covering 300 Ontario employees, settled at the conciliation officer stage and ratified in January 1991. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 1/90</u>	<u>Dec. 1/91</u>
	Increases	\$1 for Level II Technician; 85¢ for Level I Technician and Level II Magnetic Particle & Penetrant; 65¢ for Trainee with certificate & AECB Operator; 50¢ for Trainee without certificate	\$1 for Level II Technician; 85¢ for Level I Technician and Level II Magnetic Particle & Penetrant; 65¢ for Trainee with certificate & AECB Operator; 50¢ for Trainee without certificate
	Level I Technician (Radiography, Ultrasonics or Eddy Current) with less than 2 certificates	\$17.32 (\$16.47)	\$18.17
	Level II Technician (Radiography, Ultrasonics or Eddy Current) with 3 certificates	\$22.90 (\$21.90)	\$23.90

Jury Duty Leave (new): Summoned or subpoenaed employee receives the difference between regular daily wages and jury pay for up to 1 month.

Health and Welfare: Life Insurance and AD & D - Benefit is \$50,000 (\$35,000).
 Vision - Maximum claim is \$200 (\$150) every 2 years.
 Dental - 2 (1) consultation visits per year for dependant child to age 13.

Pension Plan: Employer Contribution - \$1.50 (\$1) per hour worked to the NDT Industry Pension Fund. Effective December 1, 1991, \$2.

Meal Allowance: \$17.50 (\$15) after 4 hours of overtime.

Mileage Allowance: 27¢ (25¢) per kilometre. Effective December 1, 1991, 30¢.

Travel Allowance: Minimum \$35 (\$30) per working day for meals and \$50 (\$45) per night for hotel accomodation.

March 1991 Settlements

WOOD

Dashwood Industries Limited at Centralia - Local 3054, Carpenters (AFL-CIO/CLC):
A 24-month renewal agreement effective from November 16, 1990 to November 15, 1992, covering 290 employees, settled with mediation assistance and ratified in March 1991. Duration of negotiations - 5 months.

Wages:	Effective	<u>Nov. 16/91</u>	<u>May 16/92</u>
General Increases		25¢	30¢
Group IV (includes Labourer)		\$11.93 (\$11.68)	\$12.23
Trades Group (includes Electrician Licensed)		\$14.78 (\$14.53)	\$15.08

Start Rate - Effective November 16, 1991, \$8.93 (\$8.68), progressing to job rate in two increases within 6 months. Effective May 16, 1992, \$9.23.

Shift Premium: Effective November 16, 1991, 0-30¢-40¢ (0-25¢-35).

Hazard Premium (new): Effective November 16, 1991, \$1 per hour for all hours worked on repair, replacement, or installation work above the 40 foot level on the exterior of the building.

Bereavement Leave: 3 days' paid leave upon death of common-law spouse, common-law child and son/daughter-in-law and 1 day for brother/sister-in-law and spouse's grandparent (new).

Health and Welfare:	<p><u>Life Insurance and AD & D</u> - Effective January 1, 1992, benefit is \$30,000 (\$20,000).</p> <p><u>LTD</u> - Effective January 1, 1992, benefit is \$750 (\$500) per month.</p> <p><u>Vision</u> - Effective January 1, 1992, maximum claim for eyeglass frames is \$50 (\$40) every 2 years.</p> <p><u>Dental</u> - Effective January 1, 1992, coverage is based on the 1989 (1987) ODA fee schedule.</p>
Pension Plan:	<u>Employer Contribution</u> - Effective November 16, 1991, 15¢ (10¢) per hour worked to a Group Registered Retirement Savings Plan for active employees.
Meal Allowance:	Effective November 16, 1991, \$6 (\$5) for breakfast and lunch, and \$11 (\$10) for dinner.
Safety Shoe Allowance:	Effective January 1, 1992, \$50 per year for 1 pair. (Previously, a 50% of cost of 1 pair per year to maximum of \$65.)

TRANSPORTATION EQUIPMENT

Boeing Canada, Arnprior division at Arnprior - Local 1542, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from March 7, 1991 to March 6, 1994, covering 450 employees, settled at the bargaining stage and ratified in March 1991. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 1/91</u>	<u>Mar. 7/92</u>	<u>Mar. 7/93</u>
General Increases		6%	3%	3%
Additional Adjustments		27¢-35¢ for certain classifications, and restructuring of wage schedule to 6 (13) Labour Grades		
Labour Grade 6 (2/3) (includes Production Utility)		\$9.84-\$13.44 (\$9.08-\$12.68)	\$10.24-\$13.84	\$10.66-\$14.26

Labour	\$13.65-\$16.65	\$14.15-\$17.15	\$14.66-\$17.66
Grade 1 (12/13)	(\$12.11-\$15.71)		
(includes			
Sheetmetal			
Journeyman A)			

Maximum rates are reached after eleven (twelve) 6-month increases.

COLA (new): 1¢ per 0.125 percent change in the CPI - 1986=100, using the 3-month average for July, August and September 1991 index as the base. Adjusted quarterly.

Bereavement Leave: Up to 3 days' paid leave upon death of son/daughter-in-law and spouse's grandparent or grandchild (new).

Paid Holidays: 1 day is added for a total of 14 (13) days. Effective March 6, 1992, 13 days. Effective March 6, 1993, 13 days.

Maternity Leave: Eligibility is 13 weeks (12 months) of service.

Health and Welfare: Life Insurance and AD & D - Benefit is twice (one and one-half times) basic annual salary to a maximum of \$150,000.

Major Medical - Coverage is extended to include acupuncture therapy by a licensed physician to a maximum of \$100 per year, occupational therapy, services of a licensed Psychologist, Speech Therapist and Respiratory Therapist to a maximum \$30 per visit, arch supports, molds or other orthotic services not covered under Durable Medical Equipment (new). Maximum claim for individual services is \$500 (\$200) per calendar year. Survivors coverage continues to a maximum 12 (3) months. Out-of-Province coverage to a maximum \$1,000,000 (\$100,000).

Vision - Maximum claim is \$68 (\$45) for single vision lenses, \$105 (\$80) for bifocal lenses, \$150 (\$110) for trifocal lenses, \$160 (\$120) for lenticular lenses, \$60 (\$50) for frames and \$125 (\$110) for contact lenses every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Maximum annual claim is \$1,500 (\$1,200). Maximum lifetime orthodontic claim is \$1,500 (\$1,200). Anesthesia is covered on a 80%-20% basis (new).

Pension Plan: Basic Benefit for Future Retirees - Benefit formula is based on 100% (80%) of final average earnings less government offsets.

Basic Benefit for Current Retirees - Benefit increased by 2.5% for each year of retirement prior to 1991 (new).

Safety Shoe Allowance: \$45 (\$25) once every 3 years.

April 1991 Settlement

ELECTRICAL PRODUCTS

Northern Telecom Canada Limited, Eastern Region Installation at various locations, Ontario, New Brunswick, Newfoundland, Nova Scotia and Quebec - Local 2, Canadian Communication Workers (Ind.): A 34-month renewal agreement effective from April 19, 1991* to February 25, 1994, with wages retroactive to February 25, 1991, covering 233 Ontario employees, settled at the bargaining stage and ratified in April 1991. Duration of negotiations - 4 months.

* Previous agreement expired February 25, 1991.

Wages:	Effective	<u>Feb. 25/91</u>	<u>Feb. 24/92</u>	<u>Feb. 22/93</u>
Increases		60¢-\$1.15	55¢-75¢	60¢
COLA Fold-in		65¢	65¢	65¢
Installer 1 (Y01)		\$16.16-\$19.56 (\$14.91-\$18.21)	\$17.36-\$20.86	\$18.61-\$22.11
Installer 5 (Y05)		\$22.31 (\$20.51)	\$23.71	\$24.96

Maximum rate for Installer 1 is reached after 5 years.

COLA: \$1.99 was generated during the previous agreement. 65¢ is folded into wages in each contract year, leaving 4¢ to float.

1¢ per 0.091 point change in the CPI - 1986=100. (Previously, 1¢ per 0.120 point change in the CPI - 1981=100.) Adjusted quarterly. Effective with the October 1991 CPI, 1¢ per 0.087 point increase in the CPI - 1986=100.

Shift Premium: 0-88¢-88¢ (0-78¢-78¢).

With the following exceptions, the remaining terms of settlement for this agreement are similar to those reported for Northern Telecom Canada Limited and the Canadian Auto Workers, in the April 1991 report:

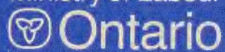
Employees covered under this agreement are in benefit Group 4.

Special Working Conditions and Living Expenses

Employees are necessarily mobile and are subject to transfer at any time to any location in Canada. Extensive living expenses, mileage rates, meal and time allowances together with per diem allowances are part of this agreement, and vary according to distance travelled, time away from home or returning each day and with own or company vehicle. Gasoline allowance in addition to mileage rates varies with the costs of the fuel.

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Ministry of Labour



Industrial Relations Division
Office of Collective Bargaining Information

COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO

JUNE 1991



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in June, 1991. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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FORESTRY

Canadian Pacific Forest Products Limited, Dryden Woodlands Operations - Local 324, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from October 1, 1990 to September 30, 1993, covering 250 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Oct. 1/90</u>	<u>Oct. 1/91</u>	<u>Oct. 1/92</u>
General Increases		85¢	5.5%	5.5%
Additional Adjustments	Minor restructuring of wage schedule			
Labourer General		\$17.16 (\$16.31)	\$18.10	\$19.10
Operator, Feller Buncher		\$18.40 (\$17.55)	\$19.41	\$20.48
Mechanic "A"		\$20.98 (\$20.13)	\$22.13	\$23.35

Shift Premium: Effective October 1, 1991, 0-55¢-65¢ (0-45¢-55¢).

Commuter Premium: \$11 (\$10) for employee displaced from one operation to another.

Bush Garage Premium: 35¢ (32¢) per hour worked for tradesmen and helpers providing maintenance or repair services outside of town limits.

Bereavement Welfare: 3 days' paid leave upon death of grandchild (new). Definition of sister/brother-in-law is expanded to include spouse's sister's husband and spouse's brother's wife (new).

The following changes are effective July 1, 1991, unless stated otherwise.

Health and Welfare: Life Insurance - Maximum benefit is \$50,000 (\$40,000)

Weekly Indemnity - Benefit is \$425 (\$400). Effective October 1, 1991, \$445. Effective October 1, 1992, \$465.

LTD - Benefit is 55% (50%) of weekly earnings.

Vision (new) - Employer pays 100% of the premium costs. Maximum claim is \$75 per family member every 2 years.

Dental - Effective October 1, 1991, coverage is based on the 1990 (1989) ODA fee schedule. Effective October 1, 1992, the 1991 ODA fee schedule.

Continuation of Benefits - Employer continues to pay premium costs for Drugs and Hospital Care Plans for laid off employees during the month of lay-off (new).

Protective Clothing Allowance: Employer pays \$21 (\$16) towards the cost of safety boots and \$27 (\$22) towards the cost of ballistic nylon boots.

Pension Plan: Employer Contribution - \$55 (\$45) per month per employee and an additional \$55 (\$45) per month conditional on the employee contributing \$55 (\$45).

Travel Allowance: \$25 (\$20) per week.

FOOD AND BEVERAGE

Maple Leaf Foods Inc., previously Canada Packers Inc., at Toronto, Local 114P Food and Commercial Workers (AFL-CIO/CLC): A 21-month renewal agreement effective from June 27, 1991* to March 31, 1993, with wages retroactive to April 1, 1991, covering 1,000 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

* Previous agreement expired March 31, 1991.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
General Increases		70¢	75¢
Labourer		\$15.60 (\$14.90)	\$16.35
Millwright		\$18.84 (\$18.14)	\$19.59

Previous rates reflect 3¢ COLA folded into wages during the previous agreement.

Start Rate (unchanged) - 75% of job rate, progressing to job rate after two 6-month increases and three 4-month increases of 5%.

COLA Provision: Deleted. (Previously, 1¢ per 0.2 point change in the CPI 1981=100)

Paid Vacation: Effective April 1, 1992, 5 weeks after 19 (20) years of service.

Health and Welfare: Weekly Indemnity - Benefit is \$324-\$408 (\$269-\$339) depending on classification.

Dental - Effective August 1, 1991, coverage is based on 1991 (1990) ODA fee schedule. Effective April 1, 1992, the 1992 ODA fee schedule.

Pension Plan: Non-Contributory Plan - Basic Benefit - Effective July 1, 1991, \$14 (\$13) per month per year of service. Effective July 1, 1992, \$15.

Tool Allowance: \$130 (\$50) per year for eligible employees.

Safety Shoe Allowance: Effective April 1, 1992, \$50 (\$40).

Severance Pay: Increased by 10%.

Kraft General Foods Canada Inc., previously, General Foods Canada Inc., at Cobourg - Local 1230, Food and Commercial Workers (AFL-CIO/CLC) (production and laboratory employees): A 35-month renewal agreement* effective from June 15, 1991** to May 18, 1994, covering 452 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

* Previously, 2 collective agreements.

** Previous agreement expired May 18, 1991.

Wages:	Effective	<u>June 15/91</u>	<u>May 18/92</u>	<u>May 18/93</u>
Increases				
Operations			30¢	62¢
Skilled Trades	\$1		\$1.05	\$1.10
Additional Adjustments	Certain Job revisions			
Group I (includes General Labour)	\$14.63 (\$14.63)		\$14.93	\$15.55
Engineer 2nd Class	\$18.45 (\$17.45)		\$19.50	\$20.60

Lump Sum Payment: Effective June 15, 1991, plant and laboratory employees receive \$1,800. Effective May 18, 1992, \$900.

Shift Premium: 0-55¢-55¢ (0-50¢-50¢).

Overtime Premium: Time and one-half if less than 24 (20) hours notice given of changed schedule.

Bereavement Leave:	5 (3) days' paid leave upon death of an unmarried child. Definition of children extended to include common-law and step-relationships.
Health and Welfare:	<u>Vision</u> - Maximum claim is \$125 (\$85) every 2 years. <u>Dental</u> - Coverage is updated each year to the current year's (1989) ODA fee schedule. Employer pays 100% of premium costs. (Previously, employee paid \$6 for family and \$3 for single coverage.) Coverage is extended to include orthodontic services with a maximum lifetime claim of \$2,000 per person.
Pension Plan:	<u>Basic Benefit</u> - Effective July 1, 1991, \$35 (\$34) per month per year of service. <u>Early Retirement</u> - 3% (4%) benefit reduction before aged 60 for employee retiring after age 55.
Severance Pay:	8 days' pay times years of service plus months of service divided by 12 to a maximum of 36 weeks' pay. (Previously, one week's pay per year of service to a maximum of 52 weeks' pay.)
Tool Allowance:	\$120 (\$105) per year for tradesmen with one year seniority. Effective January 1, 1992 and 1993, \$135 and \$150 respectively. Allowance will be pro-rated for employees who have completed the trial period and have not completed one year of service (new).
Safety Shoe Allowance:	\$60 (\$50) per year with a maximum accumulation of \$120 (\$100). Effective May 18, 1992 and 1993, \$65 and \$70 per year with maximum accumulations of \$130 and \$140 respectively.
Meal Allowance:	\$4.50 (\$4) after 2 hours of overtime and emergency call-ins. Effective May 18, 1992 and 1993, \$4.75 and \$5 respectively.

PRINTING, PUBLISHING AND ALLIED

Moore Corporation Limited, Moore Business Forms and Systems Division at Fergus - Local 691-S, Graphic Communications Union (AFL-CIO/CLC): A 12-month renewal agreement effective from February 1, 1991 to January 31, 1992, covering 210 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	Feb. 1/91
	No increase in rates that were in effect at the expiry of previous agreement	
	Bindery Operator	\$10.44-\$11.23 (\$10.44-\$11.23)
	Press Operator Phase II	\$13.49-\$16.93 (\$13.49-\$16.93)

Maximum rate for Bindery Operator is reached after 18 months and for Press Operator after 54 months.

Safety Shoe Allowance: Maximum \$100 (\$50) per year.

MACHINERY

Fisher Gauge Limited at Peterborough - Precision Diecasters (Ind.) (production, office and technical employees): A 22-month renewal agreement effective from June 14, 1991 to April 4, 1993, covering 210 employees, settled during a work stoppage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 14/91</u>	<u>Oct. 7/91</u>
	Average Increases*	3%	2%
	Pay Level 10 (Switchboard Operator/ Receptionist)	\$10.38-\$12.12 (\$10.21-\$11.77)	\$10.50-\$12.36
	Pay Level 2 (includes Electronic Technician)	\$13.67-\$18.55 (\$13.60-\$18.01)	\$13.71-\$18.92
	Effective	<u>Apr. 6/92</u>	<u>Oct. 5/92</u>
	Average Increases*	3%	2%
	Switchboard Operator/ Receptionist	\$10.69-\$12.73	\$10.81-\$12.98
	Electronic Technician	\$13.79-\$19.50	\$13.83-\$19.88

* No increase in rates for Pay Levels 1 and 11, however lump sum payments equal to the increases shown are paid quarterly. Employees earning above the new job rate, will be paid at their current rate plus quarterly lump sum payments equal to the percentage increases.

Maximum rates are reached after two 3-month increases for Switchboard Operator/Receptionist and after ten 3-month increases for Electronic Technician.

Shift Premiums: 0-5%-7% unchanged.

Vacation Bonus (new): \$20 per 4-week period to a maximum \$260 for eligible employees, paid prior to summer shutdown.

Health and
Welfare:

Weekly Indemnity - Benefit is 66 2/3% of regular earnings for a maximum of 26 weeks, for employee with less than 5 years of service (unchanged). Employees with additional service receive:

Benefit Level

<u>Service</u>	<u>66 2/3%</u>	<u>75% (new)</u>
5 years	20 weeks	6 weeks
10 years	14 weeks	12 weeks
15 years	8 weeks	18 weeks
20 years	2 weeks	24 weeks

Major Medical - Annual deductibles are \$10 for single coverage and \$20 family coverage. (Previously, no deductibles.)

Dental - Effective September 1, 1992, coverage is based on the 1991 (1990) ODA fee schedule

Pension Plan:

Basic Benefit - Benefit is 1 3/4% of yearly pensionable earnings (unchanged). Effective January 1, 1991, pensions earned between January 1, 1962 to December 31, 1986, are upgraded to the 1987 level. Effective January 1, 1992, pensions earned between January 1, 1962 and December 31, 1989, upgraded to the 1990 level.

Basic Benefit - Current Retirees - Effective January 1, 1991, benefits increased by 3%, pro-rated for retirements in 1990. Effective January 1, 1992, increased by a further 3%.

Safety
Prescription
Glasses:

100% reimbursement for lenses and standard industrial frames. (Previously, \$38 for single vision lenses and \$62 for bifocals.)

Safety Shoe
Allowance:

Maximum \$75 (\$60) once per year, except twice per year for casting operations, casting maintenance, finishing and blackening/painting employees (new).

TRANSPORTATION EQUIPMENT

Rockwell International of Canada Ltd. at Tilbury - Local 1941, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from June 4, 1991 to June 3, 1994, covering 354 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

<u>Wages:</u>	<u>Effective</u>	<u>June 4/91</u>	<u>June 4/92</u>	<u>June 4/93</u>
General Increases		\$1.50	75¢	75¢
Additional Adjustments		20¢ for Rivet & Grind and 10¢ for First Aid employees		

Skilled Trades Adjustments	30¢		
Job Class 2 (includes Tool Crib/ Store Room)	\$15.49 (\$13.99)	\$16.24	\$16.99
Job Class 8 (includes Electrician)	\$18.40 (\$16.60)	\$19.15	\$19.90

Shift Premium: 0-40¢-40¢ (0-35¢-35¢).

Paid Holidays: 1 additional floating day is added in the first year of the agreement only for a total of 15 (14) days.

Health and Welfare: Life Insurance and AD & D - Benefit is \$25,000 (\$23,000). Effective June 4, 1992 and 1993, \$26,000 and \$28,000 respectively.

Life Insurance for Retirees - Benefit is \$3,500 (\$2,250).

Weekly Indemnity - Benefit is \$320 (\$300). Effective June 1, 1992 and 1993, \$340 and \$360 respectively.

LTB - Employer pays 100% of premium costs. Benefit is 50% of regular earnings less any other income, until recovery, death or retirement age (new).

Vision - Maximum claim is \$100 (\$70) every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Maximum lifetime claim for orthodontic services is \$1,000 with 50%-50% co-insurance (new). Pit and fissure sealants are added for children to age 14, every 6 months (new).

Pension Plan: Basic Benefit - \$21 (\$20) per month per year of service. Effective June 4, 1992 and 1993, \$22 and \$23 respectively.

Early Retirement 30-and-Out Special Allowance - Benefit is \$1,500 (\$1,400) per month with no age limit. (Previously, at age 55.) Effective June 4, 1992 and 1993, \$1,600 and \$1,700 respectively.

Safety Shoe Allowance: \$70 (\$65) per year. Effective June 4, 1992 and 1993, \$75 and \$80 respectively.

SUB: Employer Contribution - Effective June 4, 1992, 9¢ (8¢) per hour worked. Effective June 4, 1993, 11¢.

EDUCATION AND RELATED SERVICES

Brant County Roman Catholic Separate School Board at Brantford - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary teachers)*: A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 341 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

* Previously, agreement covered elementary and secondary teachers.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>	<u>Feb. 24/92</u>
General Increases		6%		1%
Additional Adjustments		**	**	
Teacher-Category A0 0-11 years			\$26,633-\$44,858 (new)	\$26,899-\$45,307
Teacher-Category A1 0-11 years		\$28,949-\$48,759 (\$27,310-\$45,999)		\$29,238-\$49,247
Teacher-Category A4 0-11 (0-12) years		\$34,857-\$62,151 (\$32,884-\$58,633)		\$35,206-\$62,772
Principal-Elementary Categories A1-A4 0-3 years		\$60,182-\$72,146 (\$56,775-\$68,062)		\$60,783-\$72,867
Effective		<u>Sept. 1/92</u>	<u>Feb. 22/93</u>	
General Increases		5%		1%
Teacher-Category A0		\$28,244-\$45,572		\$28,526-\$48,048
Teacher-Category A1		\$30,700-\$51,709		\$31,007-\$52,226
Teacher-Category A4		\$36,966-\$65,911		\$37,336-\$66,570
Principal A1-A4		\$63,822-\$76,511		\$64,461-\$77,276

** Effective September 1, 1991 Categories D and C eliminated and B is extended to 0-11 (0-10) years. Effective January 1, 1992 pre degree categories combined to form Category A0.

Allowances:	<u>Sept. 1/91</u>	<u>Feb. 24/92</u>
<u>Vice Principal</u> 0-1 year	\$2,650-\$3,000 (previously, salaried)	\$2,676-\$3,030
	<u>Sept. 1/92</u>	<u>Feb. 22/93</u>
	\$2,810-\$3,182	\$2,838-\$3,213

All other allowances increased in accordance with general salary increases.

Health and Welfare: LTD (new) - Effective September 1, 1992, the employer pays 50% of premium costs.

Vision - Maximum claim is \$200 (\$90) every 2 years.

Dental -Maximum lifetime claim is \$2,500 (\$1,500) for orthodontic services.

Continuation of Benefits - Employer pays 100% of premium costs for Dental for surviving dependents (new). Benefit coverage continues for employee on LTD (new).

Preparation Time: Minimum 150 (120) minutes per 5 day cycle. Effective September 1, 1992, 170 minutes.

Travel Allowance: 29¢ (25.5¢) per kilometre.

Retirement Gratuity: Effective September 1, 1992, Plan is eliminated.

Durham Board of Education at Oshawa - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 2,500 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	<u>Sept. 1/91</u>
Effective	
General Increase	6.8%*
Teacher-Category D 0-11 years	\$23,644-\$33,580 (\$22,139-\$31,442)
Teacher-Category A1 0-11 years	\$31,102-\$51,548 (\$29,122-\$48,266)
Teacher-Category A4 0-11 years	\$36,366-\$64,345 (\$34,051-\$60,248)
Principal 0-4 years	\$73,664-\$79,664 (\$68,974-\$74,592)

* Increase based on negotiated CPI formula.

Allowances: Responsibility Allowances - Increased in accordance with general salary increase for Consultant and Vice Principal. \$400 (\$390) per classroom to a maximum of \$2,000 (\$1,950) for Assistant to Principal.

Special Education - \$555 (\$530).

Post Graduate Degree - \$925 (\$900).

Second Degree - \$580 (\$560).

Bereavement Leave: Up to 3 days' paid leave upon the death of spouse's sibling (new).

Health and Welfare: Life Insurance - Employer pays 90% (85%) of the premium costs. Coverage is 3 times annual salary to a maximum benefit of \$240,000 (\$225,000).

AD & D - Employer pays 90% (85%) of premium costs.

Major Medical - Employer pays 90% (85%) of premium costs.

Dental - Employer pays 90% (85%) of premium costs. Coverage is based on 1990 (1989) ODA fee schedule. Effective January 1, 1992, the 1991 ODA fee schedule.

Vision - Employer pays 90% (85%) of the premium costs.

Durham Board of Education at Oshawa - Ontario Secondary School Teachers' Federation (Ind.) (secondary occasional teachers): An 18-month first agreement effective from June 24, 1991 to December 31, 1992, with wages retroactive to January 1, 1991, covering 225 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	3.6%	9.4%

Daily Rates

Supply Occasional Teacher	\$128 (\$123.60)	\$140
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Extended Occasional Teacher - Employed for a period of 21 or more consecutive days as a replacement, receives a daily rate in accordance with the current salary grid for full-time teachers under the Ontario Secondary School Teachers Federation agreement.

Reporting Pay (Supply Occasional Teacher):	One-half day or 1 day's pay when reporting for full or half day replacement respectively, as a result of a call out error.
Sick Leave:	10% of the number of assigned school days, after the first 20 days worked.
Bereavement Leave (Extended Occasional Teacher):	Up to 3 days' paid leave upon death of parent, spouse child, brother, sister or grandchild and 1 day for grandparent, mother/father-in-law, brother/sister-in-law, and son/daughter-in-law.
Jury Duty/Crown Witness Leave (Extended Occasional Teacher):	Employee receives the difference between regular daily wages and fees received.
Health and Welfare:	Occasional Teacher with 90 accumulated days worked in the previous school year is eligible for the following benefits <u>Employers Contribution</u> - 50% of premium costs. <u>Life Insurance and AD & D</u> - Benefit is \$30,000. <u>Vision</u> - Maximum claim is \$150 every 2 years. <u>Dental</u> - Coverage is based on the 1990 ODA fee schedule. Maximum lifetime orthodontic claim is \$3,000. Maximum annual claim for major restorative services is \$1,000, with 50%-50% co-insurance. Effective September 1, 1992, coverage is based on the 1992 ODA fee schedule.

Durham Board of Education at Oshawa - Local 218, Canadian Union of Public Employees (CLC) (full-time and part-time office, clerical and technical employees): A 24-month renewal agreement effective from July 1, 1991 to June 30, 1993, covering 347 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/91</u>	<u>July 1/92</u>
	General Increases	6%	5.5%
	Additional Adjustments	3¢ for Wage Group 4; 5¢ for Wage Group 5	
	Group 2 (includes Mail Clerk)	\$12.66-\$15.82 (\$11.94-\$14.92)	\$13.36-\$16.69

Group 12	\$18.68-\$23.35	\$19.71-\$24.63
(Intermediate Programmer)	(\$17.62-\$22.03)	

Maximum rates are reached after 3 annual increases.

Shift Premium: 0-54¢-54¢ (0-35¢-40¢).

Health and Welfare: Major Medical, Semi-Private Hospitalization, Drugs, Vision - Effective July 1, 1992 employer pays 90% (85%) of premium costs.

Dental -Effective July 1, 1992, employer pays 90% (85%) of premium costs. Effective August 1, 1991, coverage is based on the 1990 (1989) ODA fee schedule. Effective July 1, 1992, the 1991 ODA fee schedule.

Kent County Roman Catholic Separate School Board at Chatham - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/91	Jan. 1/92	Sept. 1/92
Increases		4.95% rounded to the nearest \$10	1.55% rounded to the nearest \$10	5%* SVP

Additional Adjustments**

Teacher- Category A0 0-10 years	\$25,210-\$43,300 (new)	\$25,580-\$43,940
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Teacher- Category A1 0-10 years	\$28,010-\$48,110 (\$26,690-\$45,840)	\$28,420-\$48,820
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Teacher- Category A4 0-11 years	\$33,770-\$60,840 (\$32,180-\$57,970)	\$34,270-\$61,740
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* Additional increase to equal the percentage increase in the CPI from June 1991 and June 1992. Triggered at 5% and capped at 6%.

** New salary schedule reflects a restructuring of wage schedule during the previous agreement with the elimination of Categories B, C and D, and the creation of Category A0.

Responsibility Allowances: Previous rates reflect a 4.3% increase on September 1, 1990. Increased in accordance with the general salary increases.

Lakehead Board of Education at Thunder Bay - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 458 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 1/91	Sept. 1/92
	General Increases	5.5%	5%*
	Teacher-Category I 0-10 years	\$31,318-\$50,125 (\$29,685-\$47,512)	\$32,884-\$52,631
	Teacher-Category IV 0-11 years	\$38,267-\$64,108 (\$36,272-\$60,766)	\$40,180-\$67,313
	Principal 0-3 years	\$75,936-\$85,244 (\$71,977-\$80,800)	\$79,733-\$89,506
	Vice-Principal 0-3 years	\$71,860-\$75,402 (\$68,114-\$71,471)	\$75,454-\$79,172

* Additional 0.5% increase if the Thunder Bay CPI from June 1991 to June 1992 reaches 6%.

Health and Welfare: Vision - Maximum claim is \$250 (\$200) every 2 years. Effective September 1, 1992, employer pays 80% (75%) of premium costs.

Lakehead Board of Education at Thunder Bay - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective September 1, 1991 to August 31, 1993, covering 683 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Sept. 1/91	Sept. 1/92
	General Increases	5.5%	5%*
	Additional Adjustments	Principal's minimum salary is 113% (112%) of Teacher Category A4 maximum salary	114%
	Teacher-Category D 0-7 years	\$26,105-\$35,517 (\$24,744-\$33,665)	\$27,410-\$37,293
	Teacher-Category A1 0-10 years	\$31,318-\$50,125 (\$29,685-\$47,512)	\$32,884-\$52,632
	Teacher-Category A4 0-11 years	\$38,267-\$64,108 (\$36,272-\$60,766)	\$40,180-\$67,314

Principal	\$72,442-\$73,032	\$76,738-\$77,358
0-2 years	(\$68,059-\$68,618)	

* Additional .5% increase if the Thnuder Bay CPI from June 1991 to June 1992 reaches 6%.

Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Life Insurance - Benefits is 3 (2) times A4 maximum or 3 (2) times salary, whichever is greater.

Hearing - Employer pays 100% (90%) of premium costs.

Vision - Employer pays 100% (90%) of premium costs. Maximum claim is \$250 (\$200) every 2 years.

Dental - Effective September 1, 1992, maximum annual claim for major restorative services is \$1,500 (\$1,000).

Paid Preparation Time: Effective September 1, 1992, 185 (175) minutes per week.

Lambton County Board of Education at Sarnia - Ontario Public School Teachers' Federation (Ind.) (elementary school occasional teachers): A 36-month renewal agreement effective from January 1, 1991 to December 31, 1993, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92**</u>	<u>Jan. 1/93</u>
	Daily Rate	1/205	1/200	1/number of
	Formula*	(1/210)		days in the
				current school
				year

Daily Rates

Short Term
Occasional
Teacher

Non-Degreed	\$102.48 (\$ 99.60)	\$111.34
Degreed	\$128.10 (\$120.77)	\$139.18

Daily rates include 4% vacation and holiday pay.

* Degreed teacher rate is 1/205 of the full-time Category 4/A1, year 0, teacher rate. Non-Degreed teacher rate is 80% of Degreed teacher rate. Effective January 1, 1992 and 1993, daily rate changes as indicated above.

**** Effective June 1, 1992, increase to equal the percentage increase in the Ontario CPI from April 1991 to April 1992. Triggered at 6.3% and capped at 7.8%.**

Long Term Occasional Teacher - Employed for 10 or more consecutive teaching days as a replacement of a teacher employed under a permanent or probationary contract; receives a daily rate in accordance with the current salary grid for regular elementary teachers, including applicable holiday and vacation pay, for the entire assignment.

The following provisions apply to Long Term Occasional Teachers only, unless stated otherwise.

Call-in Pay:	Short/Long Term Occasional Teacher, called in and reports for work after the morning or afternoon session has started, receives at least one-half day's pay and a full day's pay if the major portion of the day is worked (new).
Bereavement Leave:	Current 3 days' paid leave may be extended for extenuating circumstances.
Paid Sick Leave:	Unused sick leave credits may be carried over to subsequent years (new).
Paid Preparation Time:	20 minutes per day for Short Term Occasional Teacher, where practical (new).

Leeds and Grenville County Board of Education at Brockville - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
	General Increases*	5.65%	4.5%
	Pay Equity Adjustments**		
	Teacher-Category A1 0-11 years	\$30,270-\$50,364 (\$28,651-\$47,671)	\$31,362-\$52,631
	Teacher-Category A4 0-12 years	\$36,651-\$62,958 (\$34,691-\$59,591)	\$38,300-\$65,791
	Principal 0-4 years	\$68,624-\$74,920 (\$64,954-\$70,913)	\$71,712-\$78,949

* Effective August 31, 1992, salary grid will be adjusted to produce a maximum Category A-4 position equal to the provincial average less \$500. Effective by August 31, 1993, less \$300.

** Effective January 1, 1992, Categories B, C and D are eliminated and replaced with a new Category A.

Extra Degree Allowances: One time payment of \$1,000 for Masters Degree or \$1,500 for Doctoral Degree for new hires or for degrees obtained after September 1, 1991.

Paid Preparation Time: 200 (175) minutes per week.

Health and Welfare: Vision - Employer pays 90% (50%) of premium costs.

London City Board of Education - Local 190, Canadian Union of Public Employees (CLC) (full-time and part-time plant operations employees): A 24-month renewal agreement effective from May 1, 1991 to April 30, 1993, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	May 1/91	Jan. 1/92	May 1/92
	General Increases.	5.5%	.33%	4.75%*
	Custodian Grade 2	\$14.12 (\$13.38)	\$14.17	\$14.84
	Custodian Grade 5	\$15.96 (\$15.13)	\$16.01	\$16.77

Previous rates reflect a conditional wage adjustment of .1% applied at the expiry of the previous agreement.

* Effective April 30, 1993, additional increase to equal the percentage increase in the Ontario CPI from February 1992 to February 1993, triggered at 4.75% and capped at 6.5%. This adjustment is retroactive to May 1, 1992.

Responsibility Allowances: Increased by \$100.

Paid Vacation: Effective May 1, 1992, 4 weeks after 9 (10) years of service for full-time employees. 1/2 day per month of part-time service and 1 day per month of full-time service to a maximum of 10 days per year for part-time employee transferred to full-time and vice versa (new).

Paid Sick Leave (Part-time): 1 day per month of part-time service for employee transferring to full-time service (new).

Health and Welfare: Life Insurance, LTD, Semi-Private Hospitalization, Major Medical, Vision and Dental - Employer pays 90% (85%) of premium costs.

Metropolitan Separate School Board at Toronto - Ontario Catholic Occasional Teachers' Association (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 752 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>
	Increases	1.4%-3.3%	1%-2.5%

Daily Rates*

Qualified Casual
Occasional Teacher

Teacher without Degree 0-4 (0-3) steps	\$117.76-\$122.62 (\$116.18-\$118.69)	\$119.35-\$125.69
Teacher with Degree 0-4 (0-3) steps	\$130.84-\$136.14 (\$129.09-\$131.88)	\$132.60-\$139.55

Previous rate for Teacher without Degree includes pay equity adjustments during the previous agreement that bring the rate to 90% of Teacher with Degree.

* Daily rates exclude 3% holiday pay and 4% vacation pay.

A qualified Teacher is a Teacher with an Ontario Teacher's Certificate, letter of standing, or temporary certificate as a Teacher of French to English-speaking pupils in elementary schools.

Paid Personal Leave: Up to 1 (1/2) day for writing an examination or attending graduation.

Health and Welfare: The following benefits are new for all occasional teachers who taught 50 days or more in the previous year. (Previously, health and welfare benefits were available only for Assigned Occasional Teachers.)

Semi-Private Hospitalization - Employer pays 50% (100%) of premium costs.

Major Medical - Employer pays 50% (100%) of premium costs.

Vision - Employer pays 50% of premium costs. Maximum claim is \$150 every 2 years. (Previously, employer paid 100% of premium costs with maximum claim of \$75 every 24 months.)

Dental - Employer pays 50% of premium costs for basic plan, and major restorative and orthodontic services. (Previously, employer paid 100% of premiums for basic plan and 80% of premiums for restorative and orthodontics.) Effective January 1, 1992, coverage is based on the 1991 (1990) ODA fee schedule.

Paid Union
Leave:

Up to 2 union executive members paid at the regular daily rate for time attending grievance committee meetings, performance review committee meetings or other meetings requested by the employer (new).

Niagara South Board of Education at Welland - Local 468, Canadian Union of Public Employees (CLC) (full-time and part-time maintenance, service and plant operations employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 410 employees settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/91	Jan. 1/92
	General Increases	5.5%	5.5%
	Skilled Trades Adjustments	25¢	25¢
	Wage Level 6 (includes Labourer)	\$13.70 (\$12.99)	\$14.45
	Wage Level 1 (includes Energy Systems Mechanic)	\$17.17 (\$16.04)	\$18.35

Shift Premium: 0-40¢-45¢ (0-35¢-40¢).

Health and Welfare: Drugs - No deductible for prescription drugs. (Previously, \$25 per year.)

Vision - Maximum claim is \$200 (\$150) every 2 years.

Dental - Coverage is based on the current year's (1990) ODA fee schedule.

Safety Shoe Allowance: \$75 (\$65) per year.

Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board at Peterborough - Ontario English Catholic Teachers' Association (Ind.): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	Sept. 1/91	Jan. 1/92	Sept. 1/92
General Increases		5%	1%	4%*
Pay Equity Adjustments**		Some restructuring of salary grid	Some restructuring of salary grid	
Teacher-Predegree 1 0-11 year		\$24,939-\$40,889 (new)	\$27,201-\$49,600	\$28,289-\$51,584
Teacher-Level A1 0-11 years (0-12 years)		\$28,650-\$49,109 (\$27,286-\$46,771)	\$28,937-\$49,600	\$30,095-\$51,584
Teacher-Level A4 0-11 years (0-12 years)		\$33,269-\$61,535 (\$31,685-\$58,605)	\$33,602-\$62,151	\$34,946-\$64,637

Note: Previous rates reflect a 4.5% increase resulting from a conditional wage adjustment on September 1, 1990.

* Further wage adjustment equal to the percentage necessary to achieve parity with the Peterborough County Board of Education, secondary teacher salary grid in effect for the year 1992-1993.

** Pay equity plan for non-degree teachers involves a restructuring of the salary grid. Effective September 1, 1991, Teacher-Levels 1 and 2 combine to form Pre-degree 1, 0-11 years, and Level 3 becomes Pre-degree 2, 0-11 years. Effective January 1, 1992, Teacher-Pre-degree 1 and 2 combine to form Pre-degree Level A, 0-12 years.

Responsibility Allowances: Increased in accordance with general salary increases.

Additional Adjustments - Effective August 31, 1992, 2.5%-11% for Secondary School Principal, and 2.5%-4.2% for Elementary School Principal. Effective September 1, 1992, Teacher-in-Charge allowance equivalent to 50% of Elementary Vice-Principal allowance (previously, Teacher-in-Charge received \$1,202 in a school not twinned and with less than 300 pupils, and \$1,414 with Vice-Principal qualifications).

Health and Welfare:	<u>Major Medical</u> - Limit on per visit claim for services of a speech therapist is removed. (Previously, maximum \$15 per visit.)
	<u>Dental</u> - Effective January 1, 1992, coverage is based on the 1991 (1990) ODA fee schedule. Effective January 1, 1993, the 1992 ODA fee schedule.
	<u>Part-time Teachers</u> - Employer contributions to the cost of premiums for health and welfare benefits are pro-rated (new).
Pension Plan:	<u>Early Retirement Incentive Option</u> - Deleted for teachers with 5 years of service who are not eligible for Retirement Gratuity Plan. (Previously, these teachers could retire with an actuarially reduced pension.)
Paid Preparation Time:	Guarantee of a minimum 120 minutes per week. (Previously, 100 minutes) Effective September 1, 1992, minimum 140 minutes. Effective August 31, 1993, minimum 160 minutes.

Victoria County Board of Education at Lindsay - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 476 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/91</u>
	General Increase	4.9%
	Pay Equity Adjustments	2%-14.8% for Teacher-Levels D, C and B
	Additional Adjustments	Restructuring of wage schedule - Teacher-Level A category added*
	Teacher-Level D 0-12 (0-6) years	\$24,718-\$43,942 (\$20,531-\$30,192)
	Teacher-Level A 0-12 years	\$26,302-\$50,067 (new)
	Teacher-Level A1 0-11 years	\$29,138-\$50,041 (\$27,777-\$47,703)
	Teacher-Level A4 0-12 years	\$34,839-\$63,343 (\$33,211-\$60,384)
	Co-ordinator 0-2 years	\$73,383-\$76,579 (\$73,002)

Principal \$73,383-\$76,579
0-2 years (\$69,955)

* Effective January 1, 1992, Teacher-Levels D, C & B are reclassified upwards to Teacher-Level A.

Responsibility Allowances: Principal's Designate and Consultant - Increased in accordance with the general salary increase.

Effective Sept. 1/91

Vice-Principal \$4,616-\$5,140
0-2 years (\$4,900 for Group "A": 300+ pupils;
\$4,400 for Group "B": up to 299 pupils)

Extra Degree Allowance: \$288 (\$275).

Master's Degree Allowance: \$1,022 (\$974).

Doctorate Degree Allowance: \$1,224 (\$1,167).

Paid Pregnancy/ Parental Leave: 60% of weekly wage for the 2-week waiting period. (Previously, 50% of wages for the 2-week period for maternity/adoption leave only.)

Health and Welfare: Major Medical - Deluxe out-of-country coverage is provided (new).

Vision - Maximum claim is \$200 (\$150) per person every 2 years.

Dental - Coverage is based on the 1989 (1988) ODA fee schedule.

Paid Preparation Time: 130 (110) minutes per week for full-time teachers. Effective September 1, 1992, 140 minutes per week. Pro-rated for part-time teachers.

Professional Development Fund: \$24,412 (\$21,412).

Waterloo County Board of Education at Kitchener - Ontario Secondary School

Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 1,387 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept.1/91</u>
	General Increase	5.6%
	Teacher-Category 1 0-10 years	\$29,407-\$50,145 (\$27,848-\$47,486)
	Teacher-Category 4 0-10 years	\$36,028-\$63,183 (\$34,117-\$59,832)
	Vice-Principal and Co-ordinator 0-4 years	\$70,802-\$75,869 (\$67,047-\$71,846)
	Principal 0-4 years	\$78,491-\$85,665 (\$74,329-\$81,122)
COLA Provision:	Inoperative. (Previously, percent per percent change in the CPI from August 1990 to August 1991. Triggered at 5.5% and capped at 8%. Payable as a lump sum in October 1991, not folded into salary grid.)	
Responsibility Allowances:	Increased in accordance with the general salary increase.	
Acting Pay:	Teacher temporarily assigned to a position of added responsibility for over 3 months receives the appropriate rate in this position from the beginning of the assignment (new).	
Paid Maternity Leave:	60% of weekly wage for the 2-week waiting period (new).	
Sick Leave:	20 days per full year of employment (unchanged) with a maximum accumulation of 260 (240) days. Pro-rated for part-time teachers.	
Health and Welfare:	<u>Major Medical</u> - Coverage is extended to provide orthotic devices, prosthetic appliances and chiropractic services (new). <u>Vision</u> - Maximum claim is \$175 (\$150) per person per year. <u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule. Maximum annual claim for major restorative services is \$1,750 (\$1,000) per person. Maximum lifetime claim for orthodontic services is \$1,750 (\$1,500) per person.	
Related Trade/ Professional Experience Allowance:	\$750 (\$373) per year to a maximum of 8 years.	

Waterloo County Board of Education at Kitchener - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 2,302 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/91</u>
	General Increase	5.6%
	Additional Adjustments	\$750 for Principal; \$150 for Vice-Principal
	Teacher-Category D 0-6 years	\$24,198-\$32,449 (\$22,915-\$30,728)
	Teacher-Category A1 0-10 years	\$29,407-\$50,145 (\$27,848-\$47,486)
	Teacher-Category A4 0-10 years	\$36,028-\$63,183 (\$34,117-\$59,832)
	Vice-Principal 0-3 years	\$64,626-\$68,425 (\$61,049-\$64,646)
	Co-ordinator 0-4 years	\$70,802-\$75,869 (\$67,047-\$71,846)
	Principal 0-4 years	\$72,228-\$76,661 (\$67,648-\$72,446)
COLA Provision:	Inoperative. (Previously, percent per percent change in the CPI from August 1990 to August 1991, triggered at 5.5% and capped at 8%. Payable as a lump sum in October 1991, not folded into salary grid.)	
Responsibility Allowances:	Increased in accordance with the general salary increase.	
Acting Pay:	Teacher who is temporarily assigned to a position of added responsibility for over 3 months receives the appropriate rate in this position from the beginning of the assignment (new).	
Paid Maternity Leave:	60% of weekly wages for the 2-week waiting period (new).	
Sick Leave:	20 days per full year of employment (unchanged) with a maximum accumulation of 260 (240) days. Pro-rated for part-time teachers.	
Health and Welfare:	<u>Major Medical</u> - Coverage is extended to provide orthotic devices, prosthetic appliances and chiropractic services (new). <u>Vision</u> - Maximum claim is \$175 (\$150) per person per year.	

Dental - Coverage continues to be based on the current year's ODA fee schedule. Maximum annual claim for major restorative services is \$1,750 (\$1,000) per person. Maximum lifetime claim for orthodontic services is \$1,750 (\$1,500) per person.

Waterloo County Roman Catholic Separate School Board at Kitchener - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary school teachers): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 800 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>	<u>June 1/92</u>
General Increases		4.4%	2.5% non-compounded	1% non-compounded
Pay Equity Adjustments		*		
Teacher-Category A0 0-10 years		\$26,627-\$45,809 (new)	\$27,265-\$46,906	\$27,520-\$47,344
Teacher-Category A1 0-10 years		\$28,028-\$48,219 (\$26,847-\$46,197)	\$28,699-\$49,374	\$28,968-\$49,836
Teacher-Category A4 0-10 years		\$34,251-\$61,008 (\$32,807-\$58,437)	\$35,071-\$62,469	\$35,399-\$63,054

* Restructuring of the salary grid as a result of Pay Equity Plan. Teacher-Categories D, C and B merge to form Teacher-Category A0.

Home Instruction Teacher: \$26.50 (\$19) per hour.

Summer School Teaching: Teachers - \$32.87 per hour (new).

Principals - \$4,686 for the 1992 Summer School Program (new).

Responsibility and Related Experience Allowances: Effective September 1, 1991, increased by 4%. Effective January 1, 1992, 2%. Effective June 1, 1992, 1%.

Principal's Designate Allowance (new): \$500 per year.

Bereavement Leave:	Up to 5 (3) days' paid leave upon death of brother or sister.
Sick Leave:	20 days per full year of employment (unchanged) with a maximum accumulation of 240 (220) days. Teacher transferring from another School Board may transfer 100% (60%) of previously accumulated sick leave credit to a maximum of 220 (200) days.
Paid Preparation Time:	Minimum 120 (100) minutes per week. Pro-rated for part-time teachers.

Windsor City Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.):
A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 708 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Sept. 1/91	Sept. 1/92
General Increases		5.5%	4.8%**
Additional Adjustments	Restructuring of salary grid*		
Teacher-Level A 0-10 years	\$28,827-\$52,762 (new)	\$30,211-\$55,295	
Teacher-Level A1 0-9 years	\$29,981-\$52,762 (\$28,418-\$50,011)	\$31,420-\$55,295	
Teacher-Level A4	\$35,747-\$63,141 (\$33,883-\$59,849)	\$37,463-\$66,172	
Principal 0-3 years	\$71,168-\$78,147 (\$67,458-\$74,073)	\$74,584-\$81,898	
Vice-Principal 0-2 years	\$64,757-\$68,397 (\$61,381-\$64,831)	\$67,865-\$71,680	
Co-ordinator 0-2 years	\$68,824-\$73,749 (\$65,236-\$69,904)	\$72,128-\$77,289	
Consultant 0-2 years	\$66,623-\$70,844 (\$63,150-\$67,151)	\$69,821-\$74,245	

* Restructuring of the salary grid occurred as a result of a Pay Equity Plan. Teacher-Levels D, C and B merged to form Teacher-Level A.

Previous rates reflect a 1.3% increase as a result of a conditional wage adjustment during the previous agreement.

**** Additional increase to equal to the percentage increase in the CPI from April 1992 to April 1993. Triggered at 4.8% and capped at 7%. Payable as a lump sum in June 1993 and folded into wages.**

Part-time Teachers - Salary, fringe benefits and all other monetary provisions are pro-rated.

Responsibility Allowances:	Effective	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
	Assistant Co-ordinator/ Resource Teacher	\$3,097 (\$2,898)	\$3,246
Summer School Teaching Pay (new):	Parity with secondary teachers teaching in the summer school program.		
Paid Maternity/ Adoption/ Parental Leave:	60% of weekly wages for the 2-week waiting period. (Previously, wages equivalent to the UIC benefit for the 2-week waiting period.)		
Paid Union Leave:	Employer pays 1/2 (1/4) the salary of a teacher on leave as union president.		
Health and Welfare:	<u>Drugs</u> - Deductible is \$1 (35¢) per prescription for generic drugs. <u>Vision</u> - Maximum claim is \$150 (\$120) per person every 2 years. <u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule. Maximum annual claim is \$1,800 (\$1,500) per person for basic services, dentures and prosthetics. Maximum lifetime claim for orthodontic services is \$1,800 (\$1,500) per person.		
Paid Preparation Time:	Effective September 1, 1992, minimum guarantee of 140 (120) minutes per week.		
Professional Development Fund:	Employer continues to contribute in September of each year an amount equal to the maximum salary of Teacher-Level A4.		

Windsor City Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (teachers of regular day school, adult day school, summer school, night school and home study programs): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 572 employees, settled at the bargaining stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
	General Increases	5.5%	4.8%*

Additional Adjustments	3% non-compounded for Adult Day School Teachers	2% non-compounded for Adult Day School Teachers
Teacher-Category I 0-9 years	\$29,981-\$52,762 (\$28,418-\$50,011)	\$31,420-\$55,295
Teacher-Category IV 0-9 years	\$35,747-\$63,141 (\$33,883-\$59,849)	\$37,463-\$66,172
Consultant or Director 0-2 years	\$66,623-\$70,844 (\$63,150-\$67,151)	\$69,821-\$74,245
Co-ordinator 0-2 years	\$68,824-\$73,749 (\$65,236-\$69,904)	\$72,128-\$77,289
Vice-Principal 0-2 years	\$69,484-\$74,506 (\$65,862-\$70,622)	\$72,819-\$78,082
Principal 0-2 years	\$76,403-\$84,738 (\$72,420-\$80,320)	\$80,070-\$88,805

Previous rates reflect a 1.3% increase as a result of a conditional wage adjustment during the previous agreement.

* Additional increase equal to the percentage increase in the CPI from April 1992 to April 1993, Triggered at 4.8% and capped at 7%. Payable as a lump sum in June 1993 and folded into wages.

The following provisions apply to teachers of regular day school and adult day school programs, unless stated otherwise.

Responsibility Allowances:	Increased in accordance with the general salary increases.
Business/ Industrial Experience Allowance:	\$1,000 (\$750) per year for regular day school technical teachers hired on or after September 1988, to a maximum of \$10,000 (\$7,500).
Other Related Experience Allowance:	\$200 (\$150) per year to a maximum of \$1,000 (\$750).
Paid Maternity/ Adoption/ Parental Leave:	60% of weekly wages for the 2-week waiting period. (Previously, wages equivalent to the UIC benefit for the 2-week waiting period.)
Health and Welfare:	<u>Vision</u> - Maximum claim is \$150 (\$120) per person every 2 years. <u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule. Maximum annual claim is \$1,800 (\$1,500) per person for basic services, dentures and prosthetics. Maximum

lifetime claim for orthodontic services is \$1,800 (\$1,500) per person.

Professional Development Fund (regular day school teachers):

One day's salary at the maximum of Teacher-Category IV is added to the fund for each day of short-term sabbatical leave time remaining after allocation in any year (new).

Job Security:

A teacher in a position of added responsibility becoming surplus as a result of organizational changes or closure of a basic level secondary school, continues to receive basic salary and allowance in the year of organizational changes/closure until basic salary exceeds salary/allowance in the position of responsibility (new).

Universtiy of Guelph - Staff Association (Ind.) (secretary, clerical, library and technical employees): A 24-month renewal agreement effective from July 1, 1991 to June 30, 1993, covering 800 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:

Effective	<u>July 1/91</u>	<u>July 1/92</u>
General Increases	4%	*
Additional Adjustments	Major restructuring of the wage schedule including 1%-13% grid placement for employees below job rate on the new 9 band salary grid. 1.4% for employees earning above the job rate on new salary grid	
Pay Equity Adjustments	0-\$1.8348 depending on classification	

Hourly Rates

Band I	\$10.08-\$15.11
Band 9	\$19.66-\$29.49

Note: Certain classifications are not necessarily in any one wage band.

Maximum rates beyond job rates are reached on merit.

* Increase equal to the percentage rise in the all Canada CPI for 1991, calculated on June 30, 1992.

Health and Welfare:

Vision - Maximum claim is \$250 (\$200) every 18 (24) months for adult, and every 2 years for child.

Dental - 67%-33% (50%-50%) co-insurance for orthodontic and restorative services. Effective July 1, 1992, coverage is based on the previous year's (1988) ODA fee schedule.

Same Sex Spousal Benefits (new) - Benefit eligibility to be based on the current Ontario Public Service criteria.

University of Toronto, Libraries - Local 1230, Canadian Union of Public Employees (CLC) (full-time, part-time and temporary non-professional employees): One 25-month and one 27-month renewal agreement effective from June 7, 1991* to June 30, 1993 for full-time employees, and to August 31, 1993 for part-time and temporary employees, covering 462 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 10 months.

* Previous agreements expired June 30, 1990 for full-time employees and August 30, 1990 for part-time and temporary employees.

Wages:

Full-time Employees

Effective	<u>July 1/90</u>	<u>July 1/91</u>	<u>July 1/92</u>
General Increases	7%	4%	5%
Library Technician III 0-3 years	\$23,307-\$25,156 (\$21,782-\$23,510)	\$24,239-\$26,162	\$25,451-\$27,470
Rare Book Binder 0-3 years	\$40,262-\$44,254 (\$37,628-\$41,359)	\$41,872-\$46,024	\$43,966-\$48,320

Regular Part-time and Temporary employees

Effective	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
General Increases	7%	4%	5%
Additional Adjustment	new classification added		
<u>Annual Rates</u>			
Library Techni- cian III 0-3 years	\$23,307-\$25,156 (\$21,782-\$23,510)	\$24,239-\$26,162	\$25,451-\$27,470

Library Technician V 0-3 years	\$27,669-\$29,991 (\$25,859-\$28,029)	\$28,776-\$31,191	\$30,215-\$32,751
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Hourly Rates

Temporary	\$9.68-\$11.03	\$10.07-\$11.47	\$10.57-\$12.04
Part-time employees & Assistant Library Technicians 0-4 years	(\$9.05-\$10.31)		
Graduate Assistant Library Technician (new)	\$16.04	\$16.68	\$17.52

Bereavement Leave: Up to 3 days' paid leave upon death of sister-in-law, brother-in-law, daughter-in-law or son-in-law (new).

Paid Paternity Leave (new): Up to 2 days' paid leave upon birth or adoption of a child.

Health and Welfare: Vision (new) - Effective July 1, 1991 and September 1, 1991, employer pays 50% of premium costs. Maximum claim is \$150 per person every 2 years.

Scarborough Public Library Board - Local 1877, Canadian Union of Public Employees (CLC) (full-time and part-time clerical and library employees):
A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 315 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
General Increases		4.8%	4.6%
Pay Equity Adjustments*		17¢-89¢ for Clerical Code I, II, III, IV, VI, VII and Librarian IIIA	16¢-88¢ for Clerical Code I, II, III, IV, VI, VII and Librarian IIIA
Clerical Code I		\$13.25-\$15.01 (\$12.36-\$14.04)**	\$14.15-\$15.99
Librarian IV		\$26.18-\$30.28 (\$24.98-\$28.89)	\$27.38-\$31.67

* Applied prior to the general wage increases.

**** Previous rates reflect a 29¢ pay equity adjustment made on January 1, 1990.**

Maximum rates are reached after 3 annual increases.

Paid Holidays: (part-time): Effective January 1, 1992, 6 hours' pay on a paid holiday now includes Easter Monday (new).

Paid Vacation: 6 weeks after 22 (23) years of service. Effective July 1, 1992, one extra week of vacation to be used on a one time basis only in the 30th year of service (new).

Bereavement Leave: Up to 4 (3) days' paid leave upon death of wife, husband or child.

Citizenship Hearing Leave: 7 hours at straight time on two occasions. (Previously, 1 day's paid leave to attend meeting.)

Health and Welfare: Hearing - Benefit is \$400 (\$300) per family per year.

Dental - Effective July 1, 1991, plan is extended to include space maintainers for children with primary teeth (new).

Continuation of Benefits - Employer pays 100% (75%) of premium costs for Major Medical and Vision for employee retiring on or after January 1, 1991, to age 65.

Payment in Lieu of Fringe Benefits (part-time) - Effective July 1, 1991, 32¢ (30¢) per hour in lieu of sick pay. Effective January 1, 1992, 35¢.

LOCAL ADMINISTRATION

Durham Regional Municipality at Whitby - Local 1785, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 350 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>	<u>Jan. 1/92</u>
General Increases		3%	3%	3%
Labourer		\$14.58 (\$14.16)	\$15.02	\$15.47
Chief Maintenance Operator		\$18.64 (\$18.10)	\$19.20	\$19.78
Effective			<u>July 1/92</u>	
General Increase			3%	

Additional Adjustments* 10¢-75¢
for certain
classifications

Labourer \$16.24

Chief Maintenance Operator \$21.15

* Applied prior to general increase.

Shift Premium: 65¢ (61¢) per hour for all regular hours worked between 12 p.m. and 2 a.m.. Effective January 1, 1992, 70¢.

Time off in Lieu of Overtime (new): Maximum 40 hours per year.

Standby Pay: \$10.75 (\$10) per day. Effective January 1, 1992, \$11.50.

Health and Welfare: Life Insurance - Benefit is twice annual salary to a maximum of \$80,000 (\$67,500). Effective January 1, 1992, \$84,000.

LTD - Maximum monthly benefit is \$2,200 (\$2,000). Effective January 1, 1992, \$2,300.

Vision - Maximum claim is \$150 (\$130) per person every 2 years. Effective January 1, 1992, \$175.

Dental - Maximum annual claim for basic services is \$1,750 (\$1,500) per person. Coverage is based on the 1990 (1989) ODA fee schedule. Effective January 1, 1992, the 1991 ODA fee schedule.

Safety Shoe Allowance: Maximum \$70 (\$66) per year.

Education Allowance: Maximum reimbursement of \$780 (\$300) per employee upon completion of M.O.E. courses.

Tool Allowance: \$300 (\$275) per year for regular garage mechanic. Effective January 1, 1992, \$325.

Etobicoke City Corporation - Local 185, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	4.6%	4.15%

Additional Adjustments	Minor upgrading and reclassifications	
Wage Group 1 (includes Labourer)	\$15.23 (\$14.56)	\$15.86
Wage Group 16 (includes Auto Mechanic Grade 1)	\$20.28 (\$19.39)	\$21.12

Shift Premium: Effective July 1, 1991, 55¢ (52¢) per hour for regularly scheduled work between 1 p.m. and 5 a.m. Monday through Friday and \$1.10 (\$1.04) on a Saturday or Sunday. Effective January 1, 1992, 60¢ and \$1.20 respectively.

Standby Pay: Minimum 1 hour's pay at regular straight time hourly rate for each 8-hour period for Animal Centre staff only. (Previously, 2 hours' pay at regular straight time hourly rate to a maximum of 24 hours.)

Paid Vacation: Effective July 1, 1992, 6 weeks after 22 (23) years of service.

Bereavement Leave: Up to 3 days' paid leave upon death of brother-in-law or sister-in-law (new).

Health and Welfare: Life Insurance - Effective July 1, 1991, employer pays 100% (75%) of premium costs.

Life Insurance for Retirees - Maximum benefit is 25% of pre-retirement benefit or \$12,500. Benefit is \$10,000 for employee hired after June 10, 1991 retiring with 10 or more years service.

Vision - Effective July 1, 1991, maximum claim is \$185 (\$175) for adult every 2 years, and \$125 (\$100) every year for child. Effective January 1, 1992, \$200 and \$150 respectively.

Dental - Effective July 1, 1991, coverage is based on the 1991 (1989) ODA fee schedule. Maximum lifetime claim for orthodontic services is \$2,000 (\$1,000) per person. Effective January 1, 1992, maximum claim for major restorative services is \$3,000 (\$2,000) per year. Effective April 1, 1992 coverage will be updated each year to the current year's ODA fee schedule.

Continuation of Benefits - Effective July 1, 1991, employer pays 100% of premium costs for Major Medical and Dental for early retiree to age 65, and Major Medical only for future LTD recipients to age 65 or a maximum 5 years. (Previously, employer paid 75% of premium costs for Major Medical, Dental and Vision for early retirees, and Major Medical and Vision for LTD recipients.) Employer continues to share premium costs for Major Medical and LTD benefits for employee on maternity leave (new).

Tool Allowance: Effective December 15, 1991, \$180 (\$160) for Carpenters, \$230 (\$210) for Mechanics. Effective December 15, 1992, \$190 and \$250 respectively.

Niagara Region Police Service Board, previously, Niagara Regional Board of Commissioners of Police, at St. Catharines - Police Association (Ind.) (uniform and civilian*): Two 12-month renewal agreements effective from January 1, 1991 to December 31, 1991, covering 789 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

* Includes temporary and part-time employees (new).

Wages:	Effective	Jan. 1/91	July 1/91
Increases		5.33% for all employees except Cadets and Constables 3rd and 4th Class**	1% for all employees except Cadets and Constables 3rd and 4th Class
Additional Adjustments		Senior Constable Classification added: 101.5% of 1st Class Constable salary	

Annual Rates

Uniform

Cadet III	\$24,999.51 (\$24,999.51)	\$24,999.51
Constable 1st Class	\$49,532.59 (\$47,026.10)	\$50,027.92
Staff Sergeant	\$61,915.74 (\$58,782.63)	\$62,534.90

Civilian

Group A (Microfilm Clerk)	\$22,315.13-\$26,486.38 (\$21,185.92-\$25,146.09)	\$22,538.28-\$26,751.24
Analyst/ Programmer	\$44,474.04-\$47,251.60 (\$42,223.53-\$44,860.53)	\$44,918.78-\$47,724.12

Maximum rates for Microfilm Clerk and Analyst Programmer are reached after 3 years.

** Rates for Cadets and Constables 3rd and 4th Class are frozen for the term of the agreement.

The following provisions apply to both uniform and civilian employees, unless stated otherwise. Provisions are effective from June 20, 1991, except where otherwise indicated.

Coach Officer/ Trainer Premium:	Effective January 1, 1991, 50¢ (35¢) per hour.
Standby Pay (civilian):	3 hours' pay for each full or partial 24-hour period (new).
Court Attendance Pay:	<u>Retirees</u> - Employee required to attend court as a result of former duties receives straight time hourly rate at time of retirement for actual time spent in court (new).
Paid Maternity Leave:	2 weeks at 75% of weekly wage (unchanged) plus an additional 15 weeks at the difference between 75% of weekly wage and UIC benefit (new).
Jury Duty Leave (civilian)(new):	Summoned employee receives the difference between regular daily wages and jury duty pay.
Court Leave During Vacation:	Employee called back from a holiday location outside Niagara Region to attend court, receives 1 day's paid leave for each full or partial day required to travel between court and holiday location (new).
Paid Travel Time:	Employee required to attend Police College receives 1 day before course begins and 1 day after course finishes for travel to and from the college (new).
Health and Welfare:	<u>Life Insurance for Retirees</u> - Benefit is \$3,000 (\$2,500). <u>Temporary and Part-time Civilian Employees</u> - Eligible for Pension, Semi-Private Hospitalization, Major Medical, Drugs and Dental after 480 hours of service (new).
Clothing Allowance (uniform):	Effective January 1, 1991, Maximum \$1,000 (\$975) per year for plainclothes officers.
Cleaning Allowance (uniform):	Effective July 1, 1991, \$200 (\$180) per year.
Mileage Allowance:	28¢ (23¢) per kilometre.
Tool Allowance (civilian):	Effective January 1, 1991, \$30 (\$20) per month for auto mechanics.
Medical Examination Allowance:	Maximum \$50 (\$10) for medical exam fees not covered by health and welfare benefit provisions when such examination is required by the employer.

Job Security (civilian): Guarantee that no full-time employee shall be laid off or terminated as a result of employment of temporary or part-time employees (new).

North Bay City Corporation - Local 122, Canadian Union of Public Employees (CLC) (inside and outside employees): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/91</u>
	General Increase	5.25%
	Labourer	\$14.18 (\$13.47)
	Licensed Mechanic	\$17.63 (\$16.75)

Annual Rates

Switchboard Operator	\$22,354-\$26,231 (\$21,239-\$24,923)
Contract Inspector I	\$34,608-\$40,648 (\$32,882-\$38,620)

Maximum rates for Switchboard Operator and Contract Inspector I are reached after two 9-month increases.

Health and Welfare: Part-time Employees - Employee assigned to a full-time position for 3 months or more receives health and welfare benefit coverage instead of 14% payment in lieu of fringe benefits for the duration of the assignment (new). Employee participates in OMERS Pension Plan both during and after the assignment (new).

Safety Footwear Allowance: Maximum \$75 (\$70) per year.

Uniform Allowance: Arena Employees - Employer provides 3 (2) shirts and 3 (2) trousers per year.

Watermeter Person and Senior Watermeter Person - Employer provides 3 shirts and 3 trousers per year (new).

Mileage Allowance: 30¢ (29¢) per kilometre for 0-4,000 kilometres, 26¢ (25¢) per km for 4,001-10,700 kms and 24¢ per km thereafter (Previously, 22.5¢/km for 10,701-24,000 kms and 18.5¢/km for over 24,000 kms.)

Scarborough City Corporation - Local 545, Canadian Union of Public Employees (CLC)
(inside employees): A 24-month renewal agreement effective from
 January 1, 1991 to December 31, 1992, covering 500 employees,
 settled at the bargaining stage. Duration of negotiations -
 3 1/2 months.

Wages:	Effective	Jan. 1/91	Jan. 1/92
General Increases		4.8%	4.6%
Group 2 (Mail Clerk 1)	\$20,552.63-\$22,017.54 (\$19,611.33-\$21,009.19)		\$21,498.05-\$23,030.35
Group 18 (includes Development Technologist)	\$44,244.32-\$54,807.62 (\$42,217.86-\$52,297.35)		\$46,279.56-\$57,328.77

Previous rate for Mail Clerk reflects a pay equity adjustment of
 54¢ per hour during the previous agreement.

Maximum rate for Group 2 is reached after 18 months and after 54
 months for Group 18.

Shift Premium: Effective July 1, 1991, 0-60¢-60¢ (0-52¢-52¢). Effective
 January 1, 1992, 0-62¢-62¢.

Weekend Premium: Effective January 1, 1992, \$1.06 (\$1.04) per hour.

Paid Vacation: Effective July 1, 1991, 6 weeks after 22 (23) years of service.
 Effective July 1, 1992, employees with 30 years of service
 receive 1 week of additional vacation on a one-time only basis
 (new).

Bereavement
 Leave: 4 (3) days' paid leave upon death of spouse or child.

Health and
 Welfare: Hearing - Effective July 1, 1991, maximum claim is \$400 (\$300)
 per family per year.

Dental - Effective July 1, 1991, coverage is extended to include
 space maintainers for dependent child.

Continuation of Benefits for Early Retirees - Employer pays 100%
 (75%) of premium costs for employees retiring as of January 1,
 1991, to age 65.

Meal Allowance: Effective July 1, 1991, \$7 (\$6).

Scarborough City Corporation - Local 368, Canadian Union of Public Employees (CLC)
(outside employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 536 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jul. 1/91</u>	<u>Jan. 1/92</u>
General Increases		4.8%		4.6%
Additional Adjustments			Certain reclassifications	
Group 0 (Housekeeper)		\$14.38 (\$13.72)		\$15.04
Group 45 (includes Electrician)		\$21.21 (\$20.24)		\$22.19

* Previous rate for Group 0 (Housekeeper) reflect a \$1 pay equity adjustment during the previous agreement.

Shift Premium: Effective July 1, 1991, 0-60¢-60¢ (0-52¢-52¢). Effective January 1, 1992, 0-62¢-62¢.

Weekend Premium: Effective January 1, 1992, \$1.06 (\$1.04) per hour.

Paid Vacation: Effective July 1, 1991, 6 weeks after 22 (23) years of service. Effective July 1, 1992, 1 additional week for employee with 30 years of service, on a one-time basis only (new).

Sick Leave: Employee hospitalized while on vacation is entitled to sick pay in lieu of vacation for the period of hospitalization (new).

Bereavement Leave: Up to 4 (3) days' paid leave upon death of spouse or child.

Health and Welfare: Hearing - Effective July 1, 1991, maximum claim is \$400 (\$300) per family per year.

Dental - Effective July 1, 1991, employer pays 100% of the premium costs. Coverage is extended to include orthodontic space maintainers.

Continuation of Benefits for Early Retirees - Employer pays 100% (75%) of premium costs for Major Medical, Drugs and Vision Plans, to age 65.

Meal Allowance: Effective July 1, 1991, \$7 (\$6).

Tool Allowance: \$275 (\$250) per year.

Paid Union Leave: Maximum 4 (5) members from the grievance committee for attendance at grievance hearings.

Sudbury Regional Police Services Board, previously Sudbury Regional Board of Commissioners of Police - Police Association (Ind.): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	Jan. 1/91	Jul. 1/91	Jan. 1/92	Jul. 1/92
	Increases	5.25% except for 4th Class Constable*	1%	5.25%	1.25%
	Constable 4th Class	\$16.11 (\$16.11)	\$16.27	\$17.12	\$17.34
	Constable 1st Class	\$23.78 (\$22.59)	\$24.02	\$25.28	\$25.59
	Staff Sergeant	\$29.10 (\$27.65)	\$29.39	\$30.93	\$31.32

* 4th Class Constable rate frozen until July 1/91.

Health and Welfare: Dental - Employer pays 50% of the premium costs for orthodontic services. Maximum lifetime claim is \$1,500 with 50%-50% co-insurance (new). Effective September 1, 1991, coverage is based on the 1991 (1990) ODA fee schedule. Effective July 1, 1992, the 1992 ODA fee schedule.

Continuation of Benefits - Employer pays 100% of premium costs for Semi-Private Hospitalization, Vision, Hearing, Major Medical and Dental, for widows and dependents of eligible employees retiring after January 1, 1985 and if death occurs prior to age 65 (new).

Dry Cleaning Allowance: \$200 (\$190) per year.

Plain Clothes Allowance: Effective July 1, 1991, \$1,000 (\$900) per year. Part-time officers receive \$3.80 (\$3.50) per day worked.

Sick Leave Committee Fund (new): Employer Contribution - \$3,000 for committee to review current sick leave plans and alternative plans.

Toronto City Corporation, Metropolitan Toronto Municipality and Metropolitan Toronto Licensing Commission - Locals 43 and 79, Canadian Union of Public Employees (CLC) (inside and outside employees):
 Five 24-month renewal agreements effective from January 1, 1991 to December 31, 1992, covering 17,956 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>	<u>Jan. 1/92</u>
General		4.95%		4.75%*
Additional Adjustments			Minor restructuring of wage schedule	Increment changes for ambulance services
<u>Metropolitan Toronto Inside Employees</u>				
Clerk Grade 5	\$11.26-\$13.12 (\$10.73-\$12.50)			\$11.80-\$13.74
Planner	\$22.40-\$31.07 (\$21.34-\$29.60)			\$23.46-\$32.54
<u>Outside Employees</u>				
Labourer	\$15.48 (\$14.75)			\$16.22
Machinist	\$20.41 (\$19.45)			\$21.38
Marine Engineer Grade 2	\$21.98 (\$20.94)			\$23.02
<u>Toronto City Inside Employees</u>				
Mail Clerk	\$10.78-\$13.45 (\$10.27-\$12.82)			\$11.29-\$14.09
Senior Real Estate Appraiser	\$28.38-\$31.18 (\$27.04-\$29.71)			\$29.73-\$32.66
<u>Outside Employees</u>				
Labourer	\$15.31 (\$14.59)			\$16.04
Auto Mechanic	\$21.34 (\$20.33)			\$22.35

* Conditional Wage Reopener if the CPI-Toronto increases by more than 6.25% above the December 1991 index.

Shift Premium: Effective July 12, 1991, 0-55¢-55¢ (0-52¢-52¢). Effective January 1, 1992, 0-56¢-56¢.

Weekend Premium: Effective July 12, 1991, 55¢-\$1.10-\$1.10 (52¢-\$1.04-\$1.04) per hour. Effective January 1, 1992, 56¢-\$1.12-\$1.12.

Ambulance Services Premium (new): Metro Local 43 - \$1 per hour for all hours worked while on active duty.

Paid Holidays: Effective July 12, 1991, 1 additional floating holiday is added for a total of 14 (13) days.

Salary Protection Pay: Locals 43 + 79 - City of Toronto - Effective January 1, 1992, employee receives previous wage rate for 40 (36) months if assigned to lower-rated position.

Call in/Back Pay: Local 43 - Minimum 4 (3) hours' pay at overtime rate.

Stand-by Pay: Metro Local 43 - 9 (6) hours' pay for standby on a weekend.
City Local 43 (new) - 9 hours' pay for standby on a weekend. 3 hours' pay on a regular work day and 8 hours' pay on a paid holiday.

Paid Vacation: Local 79, City of Toronto Temporary Service Employees - 6 weeks at 12% after 23 (24) years of service.

Bereavement Leave: 4 (3) days paid leave upon death of parent, child, sister, brother or spouse.

Paid Parental Leave (new): Employer pays the difference between UIC benefit and 75% wages for the period of parental leave, paid after a 2-week waiting period.

Health and Welfare: Life Insurance - Effective August 1, 1991, benefit is \$5,000 (\$3,000).
Life Insurance for Retirees (new) - Benefit is \$3,000 for employees retiring on or after January 1, 1992.
Major Medical - Effective January 1, 1992, maximum claim is \$250 (\$200) per year per person for Paramedic services.
LTD - Employer pays 100% (50%) of the premium costs for Major Medical, Dental and Semi-Private Hospitalization Plans for employees currently in receipt of LTD. Effective August 1, 1991, benefit increases by \$25 for current recipients to a maximum of \$3,000 (unchanged).
Vision - Effective August 1, 1991, maximum claim is \$185 (\$175) per person every 2 years. Effective January 1, 1992, \$200.
Dental - Effective January 1, 1992, coverage is extended to include fixed bridgework.

Hearing - Effective August 1, 1991, maximum claim is \$500 (\$400).

Clothing Allowance: Metro - Effective June 1, 1991, \$120 (\$115) per year. Effective January 1, 1992, \$130 per year.

Mileage Allowance: Local 79 - Effective August 1, 1991, 34¢ (32¢) per kilometre. Effective January 1, 1992, 36¢.

Legal Expense Allowance: Metro - Maximum claim is \$1,500 (\$500).

Tool Allowance: Local 43 - \$275 (\$250) per year for Auto Mechanic, Machinist and Body Repairer. Effective January 1, 1992, \$300.

York Regional Police Service Board, previously, York Regional Board of Commissioners of Police, at Newmarket - Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 640 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Dec. 31/91</u>
	Increases	3.8%-6.3%	
	Additional Adjustments		\$500 for 2nd, 3rd, and 4th Class Constable
	Constable 4th Class	\$32,000 (\$30,835)	
	Constable 1st Class	\$50,000 (\$47,118)	
	Detective/Staff Sergeant	\$62,500 (\$58,898)	

Paid Vacation: 1 day per full month of service to a maximum of 10 working days in the first year of service (new). 13 working days after 1 year of service. (Previously, 14 calendar days.) 18 working days after 7 years (new).

Holiday Pay: One and one-quarter times the regular hourly rate for time off taken in lieu of a paid holiday for employee on rotating shift (Previously, straight-time rate.)

Court Pay: Effective July 1, 1991, minimum 4 hours' pay for each court appearance. (Previously, minimum 3 hours', except 4 hours' pay on a posted day off.)

Bereavement Leave: 4 (3) paid days' leave upon death of spouse or child.

Paid Parental Leave(new): Maximum 10 weeks at the difference between 75% of wages and the UIC benefit, for female employee.

Health and Welfare: Life Insurance - Benefit is 2 1/2 (2) times annual salary to a maximum of \$150,000 (\$125,000).

LTD - Maximum benefit is \$3,500 (\$3,000.)

Indexing - Benefit increase to equal percentage increase in the previous year's CPI, capped at 3% (new).

Continuation of Benefits - Effective July 1, 1991, Major Medical and Dental coverage continues for surviving spouse until the earlier of remarriage, age 65 or when government benefits apply (new).

The following changes are effective from July 1, 1991 unless otherwise stated:

Meal Allowance: \$10 after 4 hours beyond normal tour of duty, (previously, \$7.50 after 10 continuous hours of duty) and \$10 (\$7.50) for each additional 4 hours.

1st Constable Allowance: Effective July 1, 1991, 2% of salary for 6-8 months, 4% for 12-18 months, and 6.5% for 12 or more months of appointment to the Criminal Investigation Branch.

Senior Constable Allowance: 2% of salary for eligible 1st Class Constable after 10 years of service.

Addenda

February 1991 Settlement

COMMUNICATION

Canada Post Corporation, system-wide - Postmasters and Assistants (CLC) (full-time and part-time revenue postal operations group employees): A 34 1/2-month renewal agreement effective from March 14, 1991 to December 31, 1993, with wages retroactive to January 1, 1991, covering 1,536 Ontario employees, settled at the bargaining stage and ratified in February 1991. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Apr. 1/91</u>	<u>Oct. 1/91</u>
	Increases	3.6%-6.2%		1.4%-2.4%
	Additional Adjustments		10¢ per hour for Post Master Grade 1-Office	

Sub-Group B

Post Offices
Groups 1 - 6

Postmaster	\$10.33	\$10.58
Group 1	(\$9.73)	

Annual Rates

Post Offices
Grades 1-6

Postmaster	\$30,865-\$36,448	\$31,387-\$36,970
Grade 6	(\$26,613-\$35,196)	

Effective	<u>Jul. 1/92</u>	<u>Apr. 1/93</u>
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Increases	3.7%-6.1%	4.2%-6.7%
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Postmaster	\$11.23	\$11.98
Group 1		

Annual Rates

Postmaster	\$32,744-\$38,327	\$34,309-\$39,892
Grade 6		

COLA: 1¢ per 0.08 (0.26) point increase in the CPI - 1986=100 (1971=100), using the December 1991 index as base. Adjusted quarterly. Triggered at 5.5% (7%) per year and payable as a lump sum. (Formula did not trigger.)

Health and Welfare: Dental - Effective March 14, 1991, coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1992 and 1993, the 1990 and 1991 ODA fee schedules respectively.

March 1991 Settlement

FOOD AND BEVERAGE

Cold Springs Farm Limited at Thamesford - Employees' Association (Ind.): A 24-month first agreement effective from April 1, 1991 to March 31, 1993, covering 260 employees, settled at the bargaining stage and was ratified in March 1991. Durations of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
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Increases

Turkey Processing Plant	5.25%	4.5%
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Protein Recovery Plant	10%	4%
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Fabrication	4.5%	4%
Additional Adjustments		Some internal equity adjustments
Processor 1 (includes Truck Washer)	\$10.53 (\$10.00)	\$11.06
Fabrication 'B' Rate	\$12.51-\$17.14 (\$11.97-\$16.40)	\$13.01-\$17.83

Maximum rate for Fabrication 'B' is reached on merit.

Hours of Work:	40 hours per week.
Paid Rest Periods:	Two 10-minute breaks per day.
Shift Premium:	15¢ for sanitation employee.
Lead Hand Premium:	Equivalent to the Processor 4 rate.
Overtime Pay:	<u>Turkey Processing Plant</u> - Time and one-half after 8 hours per day, Monday to Saturday, and double-time on Sunday. <u>Protein Recovery and Fabrication Plants</u> - Time and one-half per hour worked beyond 85 hours bi-weekly.
Acting Pay:	Employee temporarily assigned to a lower paying classification receives current rate of pay. Employee temporarily assigned to a higher paying classification receives higher rate after a minimum 2 hours if performance is satisfactory.
Reporting Pay:	Minimum 2 hours' pay or work when insufficient notice is given.
Call-Back Pay:	Time and one-half per hour worked or 3 hours' pay, whichever is greater.
Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day are recognized for a total of 9 days per year for eligible employee.
Pay for Work on Paid Holidays:	Day in lieu at straight time hourly rate. Turkey Processing Plant employees receive either pay or time off in lieu.
Paid Vacation:	4% for up to 1 year of service. 2 weeks after 1 year of service, 3 after 6 and 4 after 13.
Vacation Pay:	Entitlement paid to employee's estate upon death of employee.
Jury Duty/Crown Witness Leave:	Employee receives the difference between regular daily wages and fees received.

Bereavement Leave: 3 working days' paid leave upon death of spouse, parent, child, brother or sister, for eligible employee. 1 day for grandparent, grandchild, mother/father/brother or sister-in-law.

Health and Welfare: Employer pays 100% of premium costs for the following benefits unless otherwise stated:

Life Insurance and AD & D - Benefit equivalent to one year's earnings, to a maximum of \$25,000.

Semi Private Hospitalization and Major Medical - \$25 annual deductible for drugs and other expenses with no co-insurance.

Vision - Maximum claim is \$100 every 24 months for prescription glasses for employee only.

Dental - Coverage is based on the 1988 ODA fee schedule. Annual deductibles are \$10 for single coverage and \$20 for family coverage. Effective April 1, 1992, coverage is based on the 1989 ODA fee schedule.

Weekly Indemnity - Employer pays 50% of premium costs. Benefit is 60% of average weekly earnings for up to 17 weeks.

April 1991 Settlements

COMMUNICATION

Canada Post Corporation, system-wide - Public Service Alliance (CLC): A 30-month renewal agreement effective from April 11, 1991 to September 30, 1993*, covering 1,750 Ontario employees**, settled at the post conciliation bargaining stage and ratified in April 1991. Duration of negotiations - 6 months.

* Changes in 1993 are applicable only if the Union does not give notice to terminate the agreement on December 31, 1992.

** Include the following groups: Clerical and Regulatory (CR), Office Equipment (OE), Drafting and Illustrations (DD), Administrative Services (AS), Programme Administration (PM), Financial Administration (FI), Information Services (IS), Purchasing and Supply (PG), Engineering and Scientific Support (EG-ESS), General Technical (GT), Social Science Support (SI), Communications (CM), Data Processing (DA), Secretarial, Stenographic and Typing (ST), and Library Sciences (LS).

Wages:	Effective	<u>Jan. 1/91</u>	<u>Apr. 1/91</u>
	General Increase		3%
	Additional Adjustments	Minor restructuring of wage schedule	

Annual Rates

CR	\$15,737-\$18,656	\$16,209-\$19,216
Level 1	(\$15,737-\$17,756)	

AS	\$54,180-\$68,724	\$55,805-\$70,786
Level 8	(\$54,180-\$67,824)	

Effective	<u>Apr. 1/92</u>	<u>Jan. 1/93</u>
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General Increases	2.5%	2.5%
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CR	\$16,574-\$19,648	\$16,947-\$20,090
Level 1		

AS	\$57,061-\$72,379	\$58,345-\$74,008
Level 8		

Maximum rate for CR Level 1 is reached after six (five) 6-month increases and after 1 increase based on merit for AS Level 8.

Shift Premium: 0-95¢-\$1.15 (0-85¢-\$1.05).

Weekend Premium: \$1.15 (\$1.05) per hour worked.

Paid Vacation: Full-time - Effective April 1, 1992, 5 weeks after 17 (20) years of service. Effective April 1, 1993, 5 after 14.

Part-time - Effective April 1, 1992, 10% after 17 (20) years of service. Effective April 1, 1993, 10% after 14.

Health and Welfare: Dental - Effective June 11, 1991, coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1992 and 1993, the 1990 and 1991 ODA fee schedules respectively.

EDUCATION AND RELATED SERVICES

Essex County Board of Education at Essex - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992 covering 464 employees, settled at the bargaining stage and ratified in April 1991. Duration of negotiations - 2 months.

Wages: Effective Sept. 1/91

General Increase	7.7%
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Additional Adjustments	Minor restructuring of wage schedule
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Teacher-Category D 0-4 years	\$24,309-\$32,553 (\$22,570-\$30,225)
Teacher-Category A1 0-10 years	\$30,186-\$51,534 (\$28,030-\$47,845)
Teacher-Category A4 0-10 years	\$35,635-\$62,850 (\$33,085-\$58,355)
Principal 0-3 (0-6) years	\$69,721-\$74,541 (\$60,090-\$69,210)

Allowances: Responsibility and Graduate Degrees - Increased in accordance with the general salary increase.

Health and Welfare: Major Medical - Employer pays 100% (75%) of the premium costs.

Vision - Employer pays 100% (75%) of the premium costs. Maximum claim is \$150 (\$100) every 2 years.

Drugs - Employer pays 85% (75%) of the premium costs.

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COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO

JULY 1991



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in July, 1991. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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Durham Regional Police Services Board, Oshawa	Police Assn. (Ind.) (uniformed empls.)	347
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J.M. Schneider Inc., Kitchener	Schneider Employees' Assn. (Ind.)	323
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Maple Leaf Foods Inc., The Poultry Co., Walkerton	Food and Commercial Wkrs. (AFL-CIO/CLC)	324
Metro Toronto Independent Contractors, Low Rise Residential Construction	Plumbers (AFL-CIO/CFL)	330
Metro Toronto Municipality, Homes for the Aged	CUPE (CLC) (part-time empls.)	344
Metropolitan Toronto Library Board	CUPE (CLC) (temporary, full-time and part-time librarians, library assistants, maintenance, office and clerical empls.)	340
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Montfort Hospital, Ottawa	Intl. Operating Engineers (AFL-CIO/CFL)	353
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York Region Roman Catholic Separate School Board, Richmond Hill	Ont. English Catholic Teachers' Assn. and Assn. des Enseignantes et des Enseignants Franco-Ontariens (Ind)	335
York University, Toronto	Faculty Assn. (Ind.) (full-time professors, lecturers and librarians)	338

FOOD AND BEVERAGE

J.M. Schneider Inc. at Kitchener - Schneider Employees' Association (Ind.): A 24-month renewal agreement effective June 1, 1991 to May 31, 1993, covering 1,865 employees, settled at the bargaining stage. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>June 1/91</u>	<u>June 1/92</u>
	General Increases*	70¢	75¢
	Labourer (Bracket 0)	\$15.58 (\$14.88)	\$16.33
	Journeyman (Certified level) (Bracket 38)	\$19.00 (\$18.30)	\$19.75

* Increases are for full-time employees. Part-time employees receive 95% of full-time wage increases.

Student Rate (new): 75% of Bracket 0 wage rate.

COLA Provision: Deleted. (Previously, 1¢ per 0.2 point change in the CPI - 1981=100. Triggered at 5%.)

Cafeteria Premium: 70¢ (55¢) per hour to a maximum of 40 hours per week. Effective June 1, 1992, 75¢ per hour.

Health and Welfare: Major Medical Plan - 25 (20) visits per calendar year for the service of a Massage Therapist and Chiropractor. Maximum claim is \$300 (\$200) per year for the services of a Psychologist, Speech Therapist and Podiatrist.

Dental - Effective August 1, 1991, coverage is based on the 1991 (1990) ODA fee schedule. Effective January 1, 1992, the 1992 ODA fee schedule.

Pension Plan: Non-Contributory Supplemental Benefit (new) - Employee aged 60 receives \$1 per month per year of service prior to May 31, 1992. Effective June 1, 1992, \$2 per month per year of service prior to February 28, 1993.

Early Retirement Incentive Option (new) - Employee aged 55 is eligible for an unreduced benefit for 48 months immediately prior to normal retirement date. Effective March 1, 1993, employee aged 55 and when age plus years of service equals 85 may retire with a full pension.

Meal Allowance: \$6. (Previously, meal ticket only.)

Union Administration Fund: Employer contributes \$9,500 to the Fund for lost time due to grievances and disciplinary meetings, for members of the local executive. (Previously, expenses covered as they occurred.) Effective June 2, 1992, \$10,000.

Maple Leaf Foods Inc., The Poultry Company, previously, Canada Packers Inc. Canada Packers Poultry Division at Walkerton - Local 175, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1991 to March 31, 1993, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
	General Increases	60¢	60¢
	Group A	\$12.69 (\$12.09)	\$13.29
	Maintenance Mechanic A	\$14.03 (\$13.43)	\$14.63
Shift Premium:	Effective July 7, 1991, 37¢ (35¢) per hour for all hours worked between 3 p.m. and 6 a.m.. Effective April 1, 1992, 40¢.		
Lead Hand Premium:	Effective July 7, 1991, 25¢ (15¢-25¢) per hour. Effective April 1, 1992, 30¢.		
Paid Rest Periods:	Effective July 7, 1991, 3 paid rest periods for shifts exceeding 10 hours (new).		
Health and Welfare:	<u>Life Insurance</u> - Effective August 1, 1991, benefit is \$23,000 (\$20,000). Effective April 1, 1991, \$25,000.		
	<u>Weekly Indemnity</u> - Effective July 13, 1991, benefit is \$275 (\$263) for employees in Job Groups A and B and \$290 (\$278) for employees in Job Group C and above. Effective April 1, 1992, \$287 and \$302 respectively.		
	<u>Vision</u> - Effective July 7, 1991, maximum claim is \$125 (\$100) per insured person every 2 years.		
	<u>Dental</u> - Effective August 1, 1991, coverage is based on 1990 (1989) ODA fee schedule. Effective January 1, 1992, maximum claim for basic services is \$800 (\$500) per person per calendar year. Effective April 1, 1992, coverage is based on 1991 ODA fee schedule. Effective January 1, 1993, maximum claim for basic services is \$1,000 per calendar year.		
Safety Shoe Allowance:	Effective July 7, 1991, \$45 (\$40) per year. Effective April 1, 1992, \$50.		
Tool Allowance:	Effective July 7, 1991, \$100 (\$75) per calendar year for designated trades.		

Kellogg Canada Inc., previously Kellogg Salada Canada Inc. at London - Local 154, Grain Millers (AFL-CIO/CLC): A 36-month renewal agreement effective from April 15, 1991 to April 14, 1994, covering 571 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Apr. 15/91</u>	<u>Apr. 12/92</u>	<u>Apr. 17/93</u>
General Increases		6.5%	5.5%	5%*
Skilled Trades Adjustments		15¢	15¢	15¢
Helper		\$17.44 (\$16.38)	\$18.40	\$19.32
Trades A (includes Millwright)		\$21.46 (\$20.00)	\$22.80	\$24.10

* If the increase in the CPI for the year ending December 1992 exceeds 5%, the third year rates will be adjusted by 1% in excess of the December 1992 CPI rate.

Shift Premium: 0-35¢-55¢ (0-30¢-50¢).

Health and Welfare:	<u>Life Insurance</u>	<u>Apr. 15/91</u>	<u>Apr. 15/92</u>	<u>Apr. 15/93</u>
	From date of enrollment to end of subsequent full calendar year	\$16,000 (\$15,000)	\$17,000	\$18,000
	During second full calendar year	\$17,000 (\$16,000)	\$18,000	\$19,000
	During third full calendar year	\$18,000 (\$17,000)	\$19,000	\$20,000
	Thereafter**	\$24,000-\$28,000 (\$23,000-\$27,000)	\$25,000-\$29,000	\$26,000-\$30,000

** Varies by job rate level.

Weekly Indemnity - Benefits are increased in accordance with the general wage increases.

Dental - Effective August 14, 1991, coverage is based on 1990 (1989) ODA fee schedule. Effective April 12, 1992 and April 17, 1993, the 1991 and 1992 ODA fee schedule respectively.

Pension Plan: Basic Benefit - Effective April 15, 1991, \$28 (\$26) per month per year of service on or after January 1, 1980 for Groups 1, 2 and 3 and \$30 (\$28) for Groups 4 and 5. Effective April 12, 1992, \$30 and \$32 respectively. Effective April 17, 1993, \$32 and \$34 respectively.

Nabisco Brands Canada Limited, Christie Brown and Company Division at Toronto - Local 426, Bakery and Tobacco Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1991 to April 30, 1993, covering 638 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/91</u>	<u>Jan. 1/92</u>	<u>May 1/91</u>
General Increases		70¢	2¢-29¢ for certain classifications	80¢
Pay Equity Adjustments		20¢-30¢ for certain classifications		
Additional Adjustments (semi-skilled)		20¢-30¢ for certain classifications		
General Help		\$14.74 (\$14.04)	\$15.03	\$15.83
Mixer		\$15.56 (\$14.56)		\$16.36
Previous rate for General Help reflects a 29¢ pay equity adjustment during previous agreement.				

Shift Premium: Effective July 7, 1991, 0-45¢-45¢. (Previously, 40¢ per hour worked between 5 p.m. and 6 a.m..)

Weekend Premium (new): 0-45¢-45¢.

Safety Shoe Allowance: \$60 (\$55) per year. \$45 (\$40) per year for non-skid shoes.

T.C.C. Bottling Ltd. (Toronto) and T.C.C. Soft Drink Products Inc. (Toronto), previously, T.C.C. Bottling Ltd. - Local 385, Canadian Auto Workers (CLC) (production and sales employees): A 36-month renewal agreement effective from July 29, 1991 to July 24, 1994, covering 430 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 29/91</u>	<u>July 27/92</u>	<u>July 26/93</u>
	General Increases	6%	5%	5.5%
	Skilled Trades Adjustments*	75¢		
	<u>Production Employees</u>			
	Wage Bracket 1 (General Help)	\$17.82 (\$16.81)	\$18.71	\$19.74
	Wage Bracket 8 (Journeyman)	\$23.93 (\$21.83)	\$25.13*	\$26.51*
	<u>Sales Employees</u>			
	Wage Bracket 1 (Delivery Salesperson)	\$17.90 (\$16.89)	\$18.80	\$19.83
	Wage Bracket 2 (Highway Tractor-Trailer Driver)	\$19.23 (\$18.14)	\$20.19	\$21.30

* A further 10¢ per hour in each contract year to be added to wage rates at the end of each contract year.

COLA: 1¢ per 0.3 point change in the CPI - 1971=100, comparing the July 1992 to the July 1991 index and the July 1993 to the July 1992 index respectively. Triggered at 6% and capped at 8% (9%). (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: 0-90¢-90¢ (0-85-85¢). Effective July 29, 1993 and July 27, 1994, 0-95¢-95¢ and 0-\$1-\$1 respectively.

Paid Holidays: Easter Monday and December 31, are added for a total of 13 (11) days per year.

Health and Welfare: The following changes are effective from January 1, 1992, unless otherwise stated.

Life Insurance - Benefit is \$28,000 (\$26,000). Effective January 1, 1993 and 1994, \$30,000 and \$32,000 respectively.

LTD (new) - Effective January 6, 1992, employer pays 60% of premium costs. Benefit is 66 2/3 of regular earnings with CPP integration, to a maximum of \$2,000 per month. Coverage continues until recovery, retirement age or death, whichever comes first. Effective January 5, 1993, and January 5, 1994, employer pays 80% and 100% of premium costs respectively.

Weekly Indemnity - Maximum benefit is \$450 (\$425). Effective January 1, 1993 and 1994, \$470 and \$500 respectively.

Vision - Maximum claim is \$125 (\$100) every 2 years. Effective January 1, 1993, \$150.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Effective January 1, 1992, maximum annual claim for basic services and major restorative services is \$1,500 (\$1,000), with 90%-10% (80%-20%) co-insurance for basic services and 65%-35% (50%-50%) for major restorative services. Maximum lifetime orthodontic claim is \$2,500 (\$1,500) per child. Effective January 1, 1993, full reimbursement for basic services. Effective January 1, 1994, maximum \$3,000 for orthodontic services.

Safety Shoe Allowance: \$85 (\$80) per year. Effective July 26, 1993, \$90.

Paid Education Leave: Employer Contribution - Effective July 27, 1992, 2¢ (1¢) per hour per employee to the union education fund.

PRIMARY METAL

Courtice Steel Inc. at Cambridge - Local 8918, United Steelworkers (AFL-CIO/CLC):
A 36-month renewal agreement effective from May 16, 1991 to May 15, 1994, covering 215 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 28/91</u>	<u>May 16/92</u>	<u>May 16/93</u>
General Increases			15¢	10¢
COLA Fold-in		71¢		
COLA Advance		15¢		
Skilled Trades Adjustments		10¢-15¢ for certain classifications		
Labourer		\$18.22 (\$17.36)	\$18.37	\$18.47
Electrician		\$20.83 (\$19.82)	\$20.98	\$21.08

Previous rates reflect \$1.10 COLA folded into wages during the of previous agreement.

COLA: 1¢ per 0.3 point increase in the CPI - 1971=100, using the April 1991 index as the base. Adjusted quarterly. (Basic formula is unchanged.)

Lump Sum Settlement Payment: \$200 per employee.

Paid Vacation: Effective May 16, 1993, 6 weeks at 10% after 20 years of service (new).

Health and Welfare: The following changes are effective August 1, 1991, unless otherwise stated:

Weekly Indemnity - Benefit is payable on a 1/1/5/46 (1/1/5/39) basis. Maximum benefit is \$409. (Previously, based on 67% of weekly insurable earnings to the UIC maximum.) Effective May 16, 1992, \$425. Effective May 16, 1993, \$450.

Vision - Maximum claim is \$200 (\$150) per person every 2 years.

Hearing - Maximum \$550 (\$500) per person every 3 (5) years.

Dental - Coverage is based on the 1990 ODA fee schedule. Maximum lifetime orthodontic claim is \$1,500 (\$1,000) for dependent child to age 21 (16) and to age 25 if attending post secondary school (new). Effective January 1, 1992 and 1993, the 1991 and 1992 ODA fee schedules respectively. Effective May 16, 1993, maximum annual claim for major restorative services is \$2,500, with 80%-20% co-insurance (new). Effective January 1, 1994, the 1993 ODA fee schedule.

Pension Plan: Basic Benefit - Effective August 1, 1991, benefit is \$26 (\$22) per month per year of service. Effective May 16, 1993, \$28.50.

Tool Allowance: \$50 (new) per year for designated employees in addition to employer replacement and repair of worn or broken tools.

MACHINERY

Husmann Store Equipment Limited at Brantford - Local 397, Canadian Auto Workers (CLC): A 24-month renewal agreement effective from Dec. 1, 1991 to November 30, 1993, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages:	Effective	<u>Dec. 1/91</u>	<u>Dec. 1/92</u>
Increases		50¢	50¢
Skilled Trades Adjustments		20¢	20¢
Group I (includes Material Handler)		\$14.76 (\$14.26)	\$15.26
Millwright and General Maintenance		\$16.95 (\$16.25)	\$17.65

Health and Welfare: Life Insurance - Benefit is \$19,500 (\$19,000). Effective December 1, 1992, \$20,000.

Vision (new) - Maximum claim is \$150 every 2 years.

Dental -Maximum lifetime orthodontic claim is \$1,500 (\$1,300). Effective December 1, 1992, \$1,600. Coverage continues to be based on the current year's ODA fee schedule.

Pension Plan: Basic Benefit - \$19.75 (\$18.75) per month per year of service. Effective December 1, 1992, \$20.75.

Current Retirees - Benefit increased by 50¢ per month per year of service. Effective December 1, 1992, a further increase of 50¢.

Early Retirement - Effective December 1, 1992, employee aged 61 with 30 years of service may retire with accrued entitlement.

Safety Shoe Allowance: Maximum \$65 (\$60) per year. Effective December 1, 1992, \$70.

CONSTRUCTION

Metropolitan Toronto Independent Contractors, Low Rise Residential Construction - Local 46, Plumbers (AFL-CIO/CFL): A 12-month renewal agreement effective from May 1, 1991 to April 30, 1992, covering 250 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages: Effective May 1/91

No increase in rates that were in effect at the expiry of the previous agreement

Journeyman \$28.50
Plumber (\$28.50)

Package rates shown include wages, vacation and holiday pay, and employer contributions to pension and welfare fund, 5¢ to training fund, 1¢ to union fund, and 4¢ to contingency fund.

Board Allowance: \$60 (\$50) per day to a maximum of \$360 (\$250) per week for accommodation.

Travel Allowance: \$15 (\$12) per day when required to work outside the 25 mile radius of Toronto City Hall.

Toronto & District Carpentry Contractors Association and Ontario Carpentry Contractors Association - Local 27, Carpenters (AFL-CIO) (residential high-rise and low-rise construction): A* 12-month renewal agreement effective from May 1, 1991 to April 30, 1992, covering 450 employees, settled with mediation assistance during a work stoppage for the high-rise sector and at the conciliation officer stage for the low-rise sector. Duration of negotiations - 5 months.

* Previously, two collective agreements.

Package:	Effective	<u>July 1/91</u>
	Increases	
	High-Rise	\$1.28
	Low-Rise	3¢
	<u>Low-Rise Employees</u>	
	General Carpenter	\$26.89 (\$26.85)
	Trim Carpenter	\$25.16 (\$25.13)
	<u>High-Rise Employees</u>	
	Journeyman Carpenter	\$29.87 (\$28.58)
	* Package rates shown include wages, vacation and holiday pay and employer contributions to welfare and pension funds.	
Call-Back Pay (new):	2 hours' pay at straight time for less than 1 hour worked. Minimum 3 hours' pay after 1 hour worked.	
Pension Fund:	Employer contributes 77¢ (75¢) per hour worked for Low-Rise employees and \$2.02 (\$2) for High-Rise employees.	
Welfare Fund:	Employer contributes \$1.29 (\$1.28) per hour worked.	
Apprenticeship Fund:	Employer contributes 14¢ (13¢) per hour worked for High-Rise employees.	
Tool/Clothing Allowance (new):	Maximum \$200 reimbursement for hourly employee for tools or clothing lost due to fire or burglary.	
Travel Allowance (new):	Maximum \$9 per day for hourly High-Rise employee travelling more than 80 kilometres one way from Toronto City Hall and 100 km for Low-Rise employee.	

TRANSPORTATION

Canadian Pacific Express and Transport Limited, CP Express and Transport Division, Atlantic, Eastern and Western Regions - Transportation-Communications (AFL-CIO/CLC) (warehousemen, drivers, mechanics, clerks and other employees): A 24-month renewal agreement effective from January 1, 1991, to December 31, 1992, covering 1,400 Ontario employees, settled at the conciliation commissioner stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/92</u>
	General Increase	6%
	Clerk-Typist	\$12.679 (\$11.962)
	Warehouseman- Vehicleman (Toronto)	\$15.085 (\$14.232)
	Mechanic	\$16.869 (\$15.915)

Health and Welfare: LTD - Effective August 1, 1991, employer pays 100% (50%) of premium costs.

Dental - Effective August 1, 1991, maximum annual claim for basic services is \$1,500 (\$800) per person. Coverage is based on the 1991 (1990) ODA fee schedule. Effective January 1, 1992, the 1992 ODA fee schedule. Employer pays 100% of premium costs for orthodontic services, with 50%-50% co-insurance and a maximum lifetime claim of \$1,500 per person (new).

Pension Plan: Effective January 1, 1992, the parties agree to transfer the assets and liabilities of the existing pension plan to a new jointly trusteed defined benefit plan. Further details are unavailable.

ELECTRIC POWER, GAS AND WATER UTILITIES

Hamilton City Hydro-Electric Commission - Local 138, Electrical Workers (IBEW) (AFL-CIO/CFL): A 24-month renewal agreement effective from July 1, 1991 to June 30, 1993, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/91</u>	<u>Jan. 1/92</u>	<u>July 1/92</u>
	General Increases	5.5%	1.5%	4.5%
	<u>Overhead Employees</u> 40 hours per week			
	Overhead Labourer (Previously Groundsman)	\$14.43-\$16.49 (\$13.68-\$15.63)	\$14.65-\$16.74	\$15.31-\$17.49
	Lineman 1st Class	\$22.23 (\$21.07)	\$22.56	\$23.58
	<u>Office Employees</u> 35 hours per week			
	Grade 1 (include General Clerk III)	\$11.88-\$12.51 (\$11.26-\$11.86)	\$12.06-\$12.70	\$12.60-\$13.27

Grade 10 (9) (Engineering Technician)	\$19.50-\$23.16 (\$18.48-\$21.95)	\$19.79-\$23.51	\$20.68-\$24.57
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Previous rates for General Clerk III reflect pay equity adjustments of \$1.30-\$1.45 during the previous agreement.

Maximum rates for General Clerk III and Overhead Labourer are reached after 12 months, and for Engineering Technician, after 3 years.

Standby Pay: \$13 (\$10) per overnight week day and \$30 (\$24) per day on weekends and statutory holidays.

Paid Vacation: 4 weeks after 8 (10) years of service and 5 after 15 (17). An additional 1 to 5 days after 19 to 23 (24 to 28) years of service respectively, plus a further 1 to 5 days after 26 to 30 years respectively (new). Effective January 1, 1993, vacation entitlement will be prorated for absences of 30 or more working days in the previous calendar year excluding time lost due to an initial WCB claim (new).

Health and Welfare: Dental - Coverage continues to be based on the current year's ODA fee schedule. Effective August 1, 1991, employer pays 50% of premium costs for crowns and caps with a maximum annual claim of \$2,000 per person and orthodontic services with a lifetime maximum claim of \$2,000 per person, both with 50%-50% co-insurance (new).

Safety Shoe Allowance: \$125 (\$100) per pair per year for Linemen and Underground employee and \$90 (\$65) for all other employees.

Windsor Utilities Commission - Local 636, Electrical Workers (IBEW) (AFL-CIO/CFL) (outside employees): A 24-month renewal agreement effective from April 1, 1991 to March 31, 1993, covering 210 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
	General Increases	5.25%	5%
	Additional Adjustments	5¢-45¢ for some classifications	10¢-55¢ for some classifications

Hydro and Water
Divisions

Labourer	\$15.05 (\$14.30)	\$15.80
Maintenance Class A	\$21.04 (\$19.99)	\$22.09

	Service Installation/ Repair	\$22.18 (\$21.07)	\$23.39
Shift Premium:	Effective July 15, 1991, 0-80¢-90¢ (0-70¢-80¢). Effective April 1, 1992 0-90¢-\$1.		
Weekend Premium:	Effective July 15, 1991, \$1.65 (\$1.50) per hour worked. Effective April 1, 1992, \$1.80.		
Paid Vacation:	2 additional non-cumulative days after 25 years of service, 3 after 26, 4 after 27 and 5 after 28. Effective April 1, 1992, 3 after 25, 4 after 26 and 5 after 27 (new).		
Health and Welfare:	<p><u>LTD (new)</u> - Effective April 1, 1992, employer pays 70% of premium costs. Benefit is 60% of regular earnings to a maximum of \$3,000 per month.</p> <p><u>Vision</u> - Effective August 1, 1991, maximum claim is \$170 (\$160) per person every 2 years. Effective April 1, 1992, \$180.</p> <p><u>Dental</u> - Effective April 1, 1992, maximum lifetime orthodontic claim is \$1,750 (\$1,500).</p> <p><u>Overage Dependent Coverage</u> - Effective August 1, 1991, employer pays 75% (50%) of premium costs.</p>		
Clothing and Safety Shoe Allowance:	\$125 (\$100) per year for all employees, except \$70 (unchanged) for Meter Reader. Effective April 1, 1992 \$150.		

EDUCATION AND RELATED SERVICES

<u>Waterloo County Roman Catholic Separate School Board at Kitchener - Ontario</u>				
<u>English Catholic Teachers' Association(Ind.) (secondary school teachers):</u> A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 400 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 6 months.				
Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>	<u>June 1/92</u>
	General Increases	4.4%	2.5% non-compounded*	1% non-compounded*
	Additional Adjustments**			
	Teacher-Category A0 0-10 years	\$26,627-\$45,809 (new)	\$27,265-\$46,906	\$27,520-\$47,344
	Teacher-Category A1 0-10 years	\$28,028-\$48,219 (\$26,847-\$46,197)	\$28,699-\$49,374	\$28,968-\$49,836

Teacher-Category A4 0-10 years	\$34,251-\$61,008 (\$32,807-\$58,437)	\$35,071-\$62,469	\$35,399-\$63,054
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* Calculated on August 1991 rates.

** Restructuring of salary schedule occurred during the previous agreement as a result of pay equity. Teacher-Categories D, C and B were reclassified to Teacher-Category A0.

Home Instruction Teacher: \$26.50 (\$19) per hour.

Continuing Education (new): Teacher - \$32.87 per hour.

Marker/Lesson Rate - \$7.22 per hour for Grade 9-10, \$7.87 per hour for Grade 11-12, and \$8.47 per hour for OAC.

Above rates include 3% holiday and 4% vacation pay.

Responsibility and Related Experience Allowances: Effective September 1, 1991, increased by 4%. Effective January 1, 1992, 2%. Effective June 1, 1992, 1%.

The following provisions apply to Continuing Education Teachers with contracts of 90 days or more, unless otherwise specified.

Bereavement Leave: Up to 5 days' paid leave upon death of spouse, child, step-child, parent, brother, sister or ward and up to 3 days for mother/father-in-law, grandparent or fiancé(e) (new).

Court Attendance Leave: Summoned or subpoenaed employee receives the difference between regular daily wages and jury duty/witness pay (new).

Sick Leave: Up to 2 days per month. Any unused days are cancelled upon termination of teaching contract (new).

Full-time Teachers - 20 days per full year of employment (unchanged) with a maximum accumulation of 240 (220) days. Teacher who transfers from another School Board may transfer 100% (60%) of previously accumulated sick leave credit to a maximum of 220 (200) days.

York Region Roman Catholic Separate School Board at Richmond Hill - Ontario English Catholic Teachers' Association and Association des Enseignantes et des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 2,400 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/91	Jan. 1/92
General Increases		2.4%	2.2% non-compounded
Pay Equity Adjustments		*	
Additional Adjustments		\$1,000 for Elementary Vice-Principal; \$1,150 for Secondary Vice-Principal	
Teacher-Category C 0-10 years		\$23,536-\$41,774 (\$22,984-\$40,795)	\$24,041-\$42,672
Teacher-Category A1 0-10 years		\$29,450-\$50,033 (\$28,760-\$48,860)	\$30,083-\$51,108
Teacher-Category A4 0-10 years		\$34,693-\$62,163 (\$33,880-\$60,706)	\$35,438-\$63,498
<u>Principal</u> 0-4 years			
Elementary		\$72,798-\$78,322 (\$71,092-\$76,486)	\$74,362-\$80,004
Secondary		\$75,432-\$80,958 (\$73,664-\$79,061)	\$77,053-\$82,698
<u>Vice-Principal</u> 0-2 years			
Elementary		\$66,796-\$68,270 (\$64,230-\$65,670)	\$68,231-\$69,737
Secondary		\$68,670-\$70,146 (\$65,911-\$67,352)	\$70,146-\$71,653
Effective	<u>Sept. 1/92</u>	<u>Dec. 1/92</u>	<u>Jan. 1/93</u>
General Increases	3.2%	**	1.8% non-compounded
Pay Equity Adjustments	*		
Teacher- Category A0 0-10 years		\$26,988-\$46,202 (new)	\$27,459-\$47,007
Teacher- Category A1		\$31,046-\$52,743	\$31,587-\$53,663

Teacher- Category A4	\$36,572-\$65,530	\$37,210-\$66,673
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Principal

Elementary	\$76,742-\$82,564	\$78,080-\$84,004
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Secondary	\$79,519-\$85,344	\$80,906-\$86,833
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Vice-Principal

Elementary	\$70,414-\$71,969	\$71,643-\$73,224
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Secondary	\$72,391-\$73,946	\$73,653-\$75,236
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* Effective September 1, 1991, Category D teachers move to corresponding step in Category C grid. Category D is deleted. Category C teachers receive a \$200 per year adjustment and become Category C+. Category B teachers receive a \$200 per year adjustment and become Category B+. Effective September 1, 1992, Category C and C+ teachers move to corresponding step in Category B+ grid. Category B+ teachers receive a \$200 per adjustment and become new Category A0. Categories C, C+ and B+ are deleted.

** Increase to equal the percentage increase in the Toronto CPI from September 1992 to August 1993, triggered at 5% and capped at 6%. Retroactive to December 1, 1992, and not compounded.

Responsibility Allowances: Increased in accordance with the general salary increases.

Mileage Allowance: 29¢ (28¢) per kilometre.

University of Windsor - Local 210, Service Employees International (AFL-CIO/CLC) (office employees): A 24-month renewal agreement effective from July 1, 1991 to June 30, 1993, covering 310 employees, settled at the bargaining stage. Duration of negotiations - 3 weeks.

Wages:	Effective	<u>July 1/91</u>	<u>July 1/92</u>
	General Increases	6%	5%*
	Class 1	\$9.84-\$10.77	\$10.33-\$11.31
	Postal Clerk	(\$9.28-\$10.16)	
	Class 11	\$17.88-\$22.12	\$18.77-\$23.23
	Staff Assistant	(\$16.87-\$20.87)	

* Additional increase to equal the negotiated increase for C.U.P.E. Locals 1001, 1393, C.U.O.E. Local 100 or U.P.G.W.A. Local 1958. Triggered at 5%.

Maximum rate for Postal Clerk is reached after 3 years and after 5 years for Staff Assistant.

Shift Premium:	Effective July 11, 1991, 0-43¢-50¢ (0-38¢-45¢).**
Paid Rest Periods:	One 15-minute paid rest period for employee required to work 1 (2) hour beyond regular shift.
Saturday/ Sunday Premium:	Effective July 11, 1991, 75¢ (65¢) per hour worked for employee on 7-day operation.**
Paid Maternity Leave:	Eligibility is 13 weeks (6 months) of continuous employment.
Health and Welfare:	<u>LTD</u> - Effective October 1, 1991, benefit is 66 2/3% (50%) of wages to a maximum of \$4,000 (\$2,500) per month. <u>Vision</u> - Effective October 1, 1991, maximum claim is \$150 (\$80) every 2 years. <u>Dental</u> - Effective October 1, 1991, coverage is based on the current year's (1990) ODA fee schedule. Maximum lifetime claim for orthodontic services is \$2,000 (new). <u>Continuation of Benefits</u> - Employer continues to pay its portion of premium costs for Health and Welfare and Pension benefits for the first 17 weeks of maternity leave and the first 18 weeks of parental leave (new). ** Premiums reflect increases negotiated by C.U.P.E. Locals 1001, 1393, or C.U.O.E. Local 100, effective July 1, 1991, or July 1, 1992, if increase is in excess of above increases.

York University at Toronto - Faculty Association (Ind.) (full-time professors, lecturers and librarians): A 12-month renewal agreement effective from May 1, 1991 to April 30, 1992, covering 1,157 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/91</u>
	Increases	\$5,000 on salary floors; 4.8% on base salaries
	Additional Adjustments	General Librarian classification is deleted
	<u>Annual Salary Floors</u>	
	Lecturer	\$34,770 (\$29,770)

Assistant Professor	\$41,410 (\$36,410)
Professor	\$63,610 (\$58,610)
Assistant Librarian	\$35,910 (\$30,910)
Senior Librarian	\$54,810 (\$49,810)
Progress Through the Ranks Increment:	\$1,790 (\$1,575).
Overload Teaching Pay:	Increased by 4.8%.
Administrative Stipends:	Increased by 4.8%.
Additional Compensation:	<u>Anomalies, Marketability</u> - Funds increased to \$157,898 plus fringe benefits. (Previously, \$150,666 plus fringe benefits.)
Paid Holidays:	1 day is added during the Christmas holiday period for a total of 14 (13) days.
Paid Professional Development Leave:	11 hours per month for librarian to pursue professional development, research and scholarship (new).
Health and Welfare:	<u>Employer Contribution</u> - \$150,000 for improvements to Major Medical, Life Insurance, Vision, Dental, day care and anomalies. Distribution of funds to be determined.
Sabbatical Entitlement for Retirees:	Employee aged 65 or older retiring after July 1, 1993, receive payment equivalent to 1/6 of accrued sabbatical salary at time of retirement times years of sabbatical entitlement outstanding at retirement to a maximum of 80% of academic base salary.
Teaching and Research Support Funds:	Increased by 4.8% for the following: Faculty/Library Research Grant Funding, Conference Travel, Leave Fellowship Fund, Teaching-Learning Development Fund and Release Time Teaching Fellowships.
Junior Faculty Fund (new):	\$65,000 to support research by untenured faculty members.
Professional Expense Allowance:	Maximum reimbursement of \$1,025 (\$500).

Metropolitan Toronto Library Board - Local 1582, Canadian Union of Public Employees (CLC) (temporary, full-time and part-time librarians, library assistants, maintenance, office and clerical employees):

A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	4.95%	4.75%*
	<u>Annual Rates</u>		
	Code A (Finishing Assistant)	\$21,294-\$23,961 (\$20,290-\$22,831)	\$22,305-\$25,099
	Code E (Librarian Assistant)	\$30,932-\$35,047 (\$29,473-\$33,394)	\$32,401-\$36,712
	Senior Collection Librarian	\$43,416-\$49,995 (\$41,368-\$47,637)	\$45,478-\$52,370

Maximum rates are reached on merit.

* Conditional wage reopener if the Toronto CPI increases by more than 6.25% above the December 1991 index.

Shift Premium (Unit C):	59¢ (56¢) per hour when the majority of hours worked fall between 4 p.m. and 8 a.m. Effective January 1, 1992, 60¢.
Paid Holidays:	One additional floating day is added for a total of 12 (11) days.
Paid Sick Leave (Part-Time):	Effective August 1, 1991, cumulative credits of 1 hour for every 20 (24) hours worked.
Health and Welfare:	<u>Vision</u> - Effective August 1, 1991, maximum claim of \$185 (\$175) every 2 years. Effective January 1, 1992, \$200. <u>Hearing</u> - Effective August 1, 1991, maximum lifetime claim is \$500 (\$400).

Continuation of Benefits - Effective August 1, 1991, employer continues to pay premium costs for Health and Welfare benefits for employee in receipt of Workers' Compensation benefits (new).

Pension Plan:	Effective August 1, 1991, employer pays the difference between accrued entitlement and reduced benefit for employee in receipt of Worker' Compensation eligible for a disability waiver of premium benefit at retirement, if disability waiver of premium benefit reduces benefit entitlement (new).
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Technological Change: Employee continues to receive higher classification rate for a period of 24 (12) months if transferred to a lower paid classification due to technological change.

Metropolitan Toronto Zoo Board of Management - Local 1600, Canadian Union of Public Employees (CLC) (full-time, part-time, seasonal and temporary employees): A 24-month renewal agreement effective from April 1, 1991 to March 31, 1993, covering 302 employees, settled at the post mediation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
	General Increases	4.95%	4.75%*
	<u>Full time Employees</u>		
	Commissary Assistant Grade 1	\$14.41 (\$13.73)	\$15.09
	Craftsperson Grade 2	\$19.16 (\$18.26)	\$20.07

* Conditional wage reopener if the Toronto CPI increases by more than 6.25% above the March 1991 index.

Shift Premium: 55¢ (52¢) per hour for weekday shifts, 68¢ (62¢) per hour for weekend shifts. Effective April 1, 1992, 56¢ and 70¢ respectively.

Weekend Premium: 55¢ (52¢) per hour, if no shift premium applies. Effective April 1, 1992, 56¢.

Group Leader Premium: Effective April 1, 1991, 60¢ (50¢) per hour for a non permanent employee in charge of a non permanent employee group.

Call Back Pay: Minimum 4 (3) hours' pay or work at time and one-half.

Heavy Equipment Premium: 25¢ (20¢) per hour.

Paid Holidays: 1 additional floating day is added for a total of 13 (12) days.

Bereavement Leave: Up to 4 (3) days' paid leave upon death of parent, spouse, child, common-law spouse, brother and sister. 1 day if unable to attend funeral due to travel distance of parent, spouse, child, common-law spouse, brother, sister, father/mother-in-law, son/daughter-in-law, brother/sister-in-law, and grandparent and grandchildren (new).

Health and
Welfare:

LTD - Effective August 1, 1991, maximum benefit is \$3,000 (\$2,500) per month.

Major Medical - Effective April 1, 1992, maximum claim of \$250 (\$200) per year for x-rays and the services of a licensed chiropractor, osteopath, and podiatrist.

Vision - Effective August 1, 1991, maximum claim is \$185 (\$175) per person every 2 years. Effective April 1, 1992, \$200.

Hearing - Effective August 1, 1991 \$500 (\$400) per family per year.

Dental - Effective April 1, 1992, plan extended to include fixed bridgework with a maximum annual claim of \$1,000 per person on a 50%-50% co-insurance basis (new).

Continuation of Benefits for Early Retirees - Benefit coverage for Major Medical, Semi-Private Hospitalization, Life Insurance and Dental continues for all retirees to age 65. (Previously, only if eligible for unreduced pension.)

Continuation of Benefits for Survivors (new) - Benefit coverage for hospital and medical services continues until the deceased employee's 65th birthday.

Continuation of Benefits for LTD Claimants (new) - Benefit coverage for Major Medical, Dental and Semi-Private Hospitalization continues for 5 years from the date LTD benefits approved or age 65, whichever comes first.

Legal Cost Reimbursement: Maximum \$1,500 (\$500) for employee acquitted of a charge if legal costs do not exceed \$1,500 (\$500).

HEALTH AND WELFARE SERVICES

St. Mary's General Hospital at Kitchener - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): Two 24-month renewal agreements effective from January 19, 1990 to January 18, 1992, covering 290 employees, settled by arbitration. Duration of negotiations - 18 months.

Wages:	Effective	<u>Jan. 19/90</u>	<u>Jan. 19/91</u>
General Increases		8%	7%
Dietary Aide		\$11.65-\$12.04 (\$10.79-\$11.15)	\$12.47-\$12.88
RNA		\$13.29-\$13.78 (\$12.31-\$12.76)	\$14.23-\$14.75
Electrician		\$15.96 (\$14.78)	\$17.08

Maximum rates are reached after 3 years for Dietary Aide and after 2 years for RNA.

The following provisions apply to full-time employees only, unless stated otherwise.

Call Back Pay:	4 (3) hours' pay at time and one-half.
Standby Pay (full-time):	\$2.10 (\$1.40) per hour. Standby allowance per shift does not remain payable when employee is called in to work. (Previously, payable even when employee was called in to work.)
Paid Vacation:	Effective for the 1991 vacation year, 4 weeks after 6 (8) years of service.
Vacation Pay (part-time):	Effective for the 1991 vacation year, 8% after 6 (8) years of service.
Paid Education Leave:	Employee receives regular straight time rate for attending authorized/required courses, workshops and seminars held within the hospital (new).
Health and Welfare:	<u>Vision</u> - Maximum claim is \$90 (\$60) per person every 2 years. <u>Dental</u> - Employer pays 75% (50%) of premium costs. Coverage continues to be based on the current year's ODA fee schedule.
Uniform Allowance:	Effective January 19, 1991, \$80 (\$60) per year for full-time employees and 4.1¢ (3.75¢) per hour paid for part-time employees.

University Hospital at London - Local 220, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): Two 24-month renewal agreements effective from April 1, 1991 to March 31, 1993, covering 463 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Aug. 1/91</u>
	General Increase	8%	
	Additional Adjustment		20¢ for Certified Cook
	Skilled Trades Adjustments		restructuring of wage schedule
	Housekeeping Aide	\$13.04-\$13.14 (\$12.06-\$12.17)	
	RNA	\$16.40-\$16.51 (\$15.18-\$15.29)	

Electrician \$17.59-\$18.07
 (\$16.29-\$16.73)

Effective Jan. 1/92 Apr. 1/92

General Increase 7%

Additional 25¢ for certain
 Adjustments classifications

Skilled Trades 15¢ for certain
 Adjustments classifications

Pay Equity 15¢-25¢ for certain
 Adjustments classifications;
 83¢ for RNA

Housekeeping Aide \$13.29-\$13.39 \$14.22- \$14.33

RNA \$17.13-\$17.60 \$18.33-\$18.83

Electrician \$17.84-\$18.32 \$19.09-\$19.60

Previous rates for Housekeeping Aide reflect a 25¢ pay equity adjustment and for RNA, \$2.11.

Maximum rates are reached after 2 annual increases.

Weekend Effective July 1, 1991, 45¢ per hour.
 Premium (new):

Paid Vacation: 4 weeks after 5 (8) years of service and 6 after 25 (new).

Health and Semi-Private Hospitalization - Effective October 1, 1991, co-
 Welfare: insurance factor deleted (previously, 15%-85%).

Safety Shoe \$70 (\$60) per year.
 Allowance:

Metropolitan Toronto Municipality, Homes for the Aged - Local 79, Canadian Union of Public Employees (CLC) (part-time employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 1,895 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

Wages: Effective Jan. 1/91 Jan. 1/92

General Increases 4.95% 4.75%*

Additional Restructuring
 Adjustments of Clerk Grade 5
 incremental
 structure

Housekeeping Attendant	\$11.43-\$12.26 (\$10.89-\$11.68)	\$11.97-\$12.84
Counsellor	\$20.29-\$22.43 (\$19.33-\$21.37)	\$21.25-\$23.49

* Conditional wage re-opener if the Toronto CPI increases by more than 6.25% above the December 1991 index.

Maximum rate for Housekeeping Attendant is reached after 1 annual increase, and for Counsellor after 3 annual increases.

Shift Premium: Effective July 5, 1991, 0-55¢-55¢ (0-52¢-52¢). Effective January 1, 1992, 0-56¢-56¢.

Saturday/Sunday Premium: Weekend Bonus - Lump sum payment of \$211.20 (\$199.68) per calendar year. Effective January 1, 1992, \$215.04.

Paid Holidays: One additional floating day is added for a total of 2 (1) days for employee on temporary assignment.

Bereavement Leave: Up to 4 (3) days paid leave upon death of parent, child, brother, sister or spouse.

Paid Parental Leave (new): Maximum 15 weeks at the difference between 75% of average hours paid during the preceeding 8 pay periods prior to leave and UIC benefit, paid after a 2-week waiting period. \$30 per pay period of absence to a maximum of \$540 in lieu of vacation pay for employee returning from leave.

Paid Maternity Leave: \$30 (\$25) per pay period of absence to a maximum of \$540 (\$325) in lieu of vacation pay for employee returning from leave.

Health and Welfare: Employer pays 55% (50%) of premium costs for the following benefits for employees working 40 hours per week, with minimum 256 hours worked during the preceding 8 pay periods, and for employees working 35 hours per week with minimum 224 hours worked during the preceding 8 pay periods.

Life Insurance - Effective August 1, 1991, benefit is \$5,000 (\$3,000).

LTD - Additional \$25 per month for current recipients to a maximum of \$3,000 per month (unchanged).

Vision - Effective August 1, 1991, maximum claim is \$185 per person every 2 years. Effective January 1, 1992, \$200.

Hearing - Effective August 1, 1991, maximum lifetime claim is \$500 (\$400).

Major Medical - Effective January 1, 1992, maximum claim for paramedical services is \$250 (\$200).

Dental - Effective January 1, 1992, coverage is extended to include fixed bridgework under major restorative services (new).

Clothing Allowance: \$60 (\$57.50) every 6 months for designated employees. Effective January 1, 1992, \$65.

Mileage Allowance: Effective August 1, 1991, 34¢ (32¢) per kilometre. Effective January 1, 1992, 36¢.

Legal Expense Allowance: Maximum reimbursement of 1,500 (\$500).

SERVICES TO BUSINESS MANAGEMENT

Tele-Direct (Publications) Inc. at Toronto and Waterloo - Local 131, Office and Professional Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from August 1, 1991 to July 31, 1993, covering 321 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Aug. 1/91</u>	<u>Aug. 1/92</u>
	General Increases	6%	6%
	<u>Basic Monthly Rates</u>		
	Premise	\$871.00-\$1,246.00	\$923.00-\$1,321.00
	0-3 years	(\$822.00-\$1,175.00)	
	Telephone Sales	\$708.00-\$1,012.00	\$751.00-\$1,073.00
	0-3 years	(\$668.00-\$955.00)	
	Neighbourhood	\$1,246.00	\$1,321.00
		(\$1,175.00)	

Rates may vary based on performance and commission.

Commission Rates:

New and Increased Business (Net by Account)	156% (144%)
Renewed Business (Retained Revenue by Account)	24% (unchanged)
Rate Increase on Directory Advertising	72% (unchanged)

Training Pay: First 3 (5) days per year paid at salary and the remainder at employee's average rate of earnings, for employer initiated courses.

Paid Vacation: 5 weeks after 18 (20) years of service.

Paid Sabatical Leave (new): Effective September 4, 1991, 1 month's leave paid at employee's basic rate after 10 years of service. Leave must be taken within the following 10 years.

Job Transfer: Existing wage rate will be maintained for 60 (30) days for Premise Sales Representative transferred to Telephone Sales Group.

LOCAL ADMINISTRATION

Durham Regional Police Services Board at Oshawa - Police Association (Ind.) (uniformed employees): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 566 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>	<u>Aug. 1/91</u>
Increases*		4%, except 3.74% for 3rd Class Constable, 3.56% for 4th Class Constable Category A and 3.35% for 4th Class Constable Category B	2.3%, except no increase for 3rd Class Constable, and 4th Class Constable Category A and Category B	
	Additional Adjustments		Minor restructuring of wage schedule	Senior Constable classification is added**

Annual Rates

Constable 4th Class	\$36,516 (\$35,261)	
Constable 1st Class	\$48,895 (\$47,014)	\$50,020
Staff Sergeant	\$61,119 (\$58,768)	\$62,524

* Increases shown are for employees hired after April 4, 1989 only.

** Senior Constable rate is 102% of 1st Class Constable rate (new).

Shift Premium: Maximum \$367.50 (\$350) per year for 3 or more shift rotation and \$236.25 (\$225) for 2-shift rotation.

Acting Pay: Employee temporarily transferred to a higher classification shall receive the appropriate hourly rate of pay in the higher classification for each hour worked. (Previously, paid salary of higher classification for 1 full tour of duty or more.)

Instructor Premium: Training Officer appointee receives \$1 per hour. (Previously, \$6 per shift.)

Paid Vacation: 30 days after 23 (24) years of service.

Paid Maternity Leave (new): Effective July 2, 1991, maximum 17 weeks at the difference between 75% of salary and the UIC benefit.

Health and Welfare: LTD - Benefit is 66 2/3% (unchanged) of monthly salary to a maximum of \$3,500 (\$3,000) per month.

Major Medical - Effective July 22, 1991, employer pays 50% of the cost for Hepatitis B vaccine for employee enlisted after March 1, 1988 (new).

Dental - Maximum lifetime claim for orthodontic services is \$1,650 (\$1,500) for each dependent child.

Continuation of Benefits - Benefit coverage continues for Major Medical for surviving spouse of retiree to age 65 or until remarriage. (Previously, to a maximum of 5 years.)

Mileage Allowance: Tactical Support Unit - 50¢ per kilometre from employee's residence to specific destination (new).

Police College - Full reimbursement for one round trip for each course taken (new).

Niagara Falls City Corporation - Local 133, Canadian Union of Public Employees (CLC) (inside and outside employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 281 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	5.25%	5%
	<u>Hourly Rates</u>		
	Labourer	\$12.54-\$13.23 (\$11.91-\$12.57)	\$13.89-\$13.89
	Garage Mechanic	\$15.19-\$16.08 (\$14.43-\$15.28)	\$15.99-\$16.88

Annual Rates

General Clerk Grade 1	\$20,618-\$21,622 (\$19,590-\$20,543)	\$21,649-\$22,703
Senior Zoning Administrator	\$37,572-\$39,737 (\$35,698-\$37,755)	\$39,451-\$41,724

Maximum rates are reached after 60 days for Labourer and General Clerk Grade 1 and after 120 days for Garage Mechanic and Sr. Zoning Administrator.

Bereavement Leave: Up to 3 days paid leave upon death of spouse's grandparent (new).

Health and Welfare: Dental - Effective December 31, 1991, coverage is based on the 1991 (1990) ODA fee schedule. Effective December 31, 1992, the 1992 ODA fee schedule.

Meal Allowance: \$6 (\$5) after 3 hours of overtime.

Mileage Allowance: 44.4¢ (36.7¢) per mile or 27.6¢ (23¢) per kilometre when using own car for employer business on a casual basis, and 41.2¢ (33.9¢) per mile or 25.6¢ (21¢) per kilometre when using own car as a condition of employment, in addition to \$35 per month (unchanged).

Ottawa City Corporation - Civic Institute of Professional Personnel (Ind.): A 18-month renewal agreement effective from January 1, 1991 to June 30, 1992, covering 215 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	5%	2%

Annual Rates

Architect 1	\$28,012.80-\$33,297.26 (\$26,678.86-\$31,711.68)	\$28,573.06-\$33,963.21
Solicitor 4	\$71,973.17-\$79,208.49 (\$68,545.88-\$75,436.66)	\$73,412.63-\$80,792.66

Maximum rates are reached on merit.

Bereavement Leave: Up to 3 days' paid leave upon death of foster parent (new).

Paid Special Leave: Maximum 28 (21) hours per year.

Health and Welfare: Dental - Effective September 1, 1991, coverage is based on the 1990 (1989) ODA fee schedule. Maximum annual claim is \$1,500 (\$1,000) and maximum lifetime claim is \$5,000 (\$3,000) per claimant for orthodontic services, with 80%-20% (50%-50%) co-insurance. Maximum annual claim for dentures and partials is \$1,500 (\$1,000) per claimant. Effective May 1, 1992, the 1991 ODA fee schedule.

Severance Pay: Employee who is terminated due to organizational changes receives 4 months' pay for 5-8 years of service, 6 for 8-10, 7 for 10-14, 8 for 14-16, 10 for 16-18, 11 for 18-20, 14 for 20-23, 16 for 23-25 and 18 for 25 or more. (Previously, 4 1/2 months' pay for 5-10 years, 7 for 10-16, 10 for 16-20, 14 for 20-25 and 18 for 25 or more).

Ottawa City Corporation - Local 162, Ontario Fire Fighters (Ind.): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 620 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan 1/91</u>	<u>July 1/91</u>
	General Increases	4%	2%
	<u>Annual Rates</u>		
	Fire Fighter 3rd Class	\$38,716 (\$37,227)	\$39,490
	Fire Fighter 1st Class	\$49,184 (\$47,292)	\$50,168
	Platoon Chief	\$68,858 (\$66,210)	\$70,236

Paid Vacation: Effective December 31, 1991, 7 weeks after 30 years of service (new).

Health and Welfare: Major Medical - Effective August 1, 1991, Employer contributes \$20 (\$15.50) per month for single coverage and \$25 (\$19) for family coverage.

Life Insurance - Effective August 1, 1991, Employer contributes \$35.83 (\$30) per month per employee towards premium costs.

Dental - Effective August 1, 1991, coverage is based on the 1990 (1989) ODA fee schedule.

Addenda

March 1991 Settlements

EDUCATION AND RELATED SERVICES

Northumberland and Newcastle Board of Education at Cobourg - Local 1206, Canadian Union of Public Employees (CLC) (custodian, maintenance and cafeteria employees): A 12-month renewal agreement effective from November 29, 1990 to November 28, 1991, covering 210 employees, settled with mediation assistance and ratified in March 1991. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Nov. 29/90</u>	<u>May 29/91</u>
	General Increase	5.5% plus 10¢ per hour	
	Additional Adjustments	25¢ per hour for Maintenance Person	25¢ per hour for Maintenance Person
	Cleaner	\$12.45 (\$11.71)	\$12.45
	Maintenance Person	\$15.25 (\$14.12)	\$15.50
	Effective	<u>Jan. 1/91</u>	<u>Nov. 28/91</u>
	Pay Equity Adjustments	20¢ for Cleaner, 73¢ for Cafeteria Assistant, and 95¢ for Cafeteria Manager	20¢ for Cleaner, 72¢ for Cafeteria Assistant, and 94¢ for Cafeteria Manager
	Cleaner	\$12.65	\$12.85
	Maintenance Person	\$15.50	\$15.50
	Previous rate for Cleaner reflect a pay equity adjustment of 19¢ during the previous agreement.		
Call Back Pay:	Minimum 3 (2) hours' pay at appropriate overtime rate.		
Paid Vacation:	5 weeks after 16 (17) years of service, and 6 at 12% after 25 (new).		
Sick Leave:	Maximum accumulation is 284 (260) days.		
Sick Leave Retirement Gratuity:	25% of accumulated sick leave credits after 10 full years of service, plus 2 1/2% of credits per year of service over 10 years to a maximum of an additional 25%, for employee retiring prior to age 65 and qualifying for pension benefits under OMERS. (Previously, applied only to retirement at age 65 or retirement due to disability).		

Health and Welfare: Vision (new) - Effective April 1, 1991, employer pays 90% of premium costs. Maximum claim is \$120 per person every 2 years.

Mileage Allowance: An additional 24% over base allowance, for Maintenance Person and Assistant. (Previously, 7¢ per mile over base allowance.)

Safety Shoe Allowance: Effective January 1, 1991, \$50 (\$45) per year for designated employees.

Ottawa Board of Education - Ontario Secondary School Teachers' Federation (Ind.) (secondary occasional teachers): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 500 employees, settled at the bargaining stage and ratified in March 1991. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/91</u>
	General Increase	6%
	Casual Occasional Teacher	\$125.50
	1-20 days*	(\$116.83)
	Evening/Summer School Teachers	\$29.50
		(\$28.50)

* Effective September 1, 1991, 1-15 days. Contracts for periods longer than 16 days will be assigned to placement on OSSTF grid.

Rates include \$5 per day in lieu of benefits for each day worked.

Rates include holiday and vacation pay.

Paid Sick Leave: 1 cumulative day for each 10 consecutive days worked as a Contracted or Extended Occasional teacher, pro-rated for less. (Previously, 2 days for each full month worked and pro-rated for less.) Effective September 1, 1991, leave cumulative between assignments during the school year only (new).

Paid Union Leave (new): 1/2 day's pay at current rate for employee attending meetings of the Consultation Committee, and for 2 occasional teachers to attend negotiation meetings.

April 1991 Settlements

TRANSPORTATION EQUIPMENT

St. Clair Tool Die Limited at Wallaceburg - Local 251, United Auto Workers (AFL-CIO): A 12-month extension agreement effective from November 1, 1991 to October 31, 1992, covering 350 employees, settled at the bargaining stage and ratified in April 1991. Duration of negotiations - 1 month.

Wages: Effective Nov. 4/91

No general wage increase negotiated for this agreement.

COLA Fold-in 15¢

Group 6 \$8.60
(includes Assembler) (\$8.45)

Group 1 \$11.81
(Maintenance Skilled) (\$11.66)

Previous rates reflect 10¢ COLA folded into wages during the previous agreement.

15¢ COLA generated during the previous agreement is folded into wages leaving no float.

COLA Provision: Inoperative. (Previously, 1¢ per 0.4 point increase in the CPI - 1971=100, using the February 1989 index as the base. Capped at 15¢. Adjusted quarterly.)

Lump Sum Payment: During the previous agreement, a concession by the employees to reduce wages by 50¢ per hour, in the form of an interest free loan to the employer, with a guaranteed repayment by the employer, was made. The wage reduction was effective February 4, 1991 to August 5, 1991, with the first repayment scheduled for February 1992 with a 50% lump sum payment and the second 50% scheduled for June 1992. Previous wages shown are restored.

HEALTH AND WELFARE SERVICES

Montfort Hospital at Ottawa - Local 796, International Operating Engineer (AFL-CIO/CFL): A 24-month renewal agreement* effective from September 30, 1990 to September 29, 1992, covering 223 employees settled at the post conciliation bargaining stage and was ratified in April, 1991. Duration of negotiations - 5 months.

* Includes Occasional Part-time employess (new).

Wages: Effective Sept. 30/90 Jan. 1/91

General Increase 8%

Pay Equity Adjustments	14.5¢-\$1 for certain classifications
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Additional Adjustments	50¢ for Pharmacy Assistant
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Distribution Attendant	\$12.46-\$13.21 (\$11.541-\$12.228)
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RNA	\$13.70-\$14.50 (\$12.688-\$13.428)	\$14.70-\$15.50
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Plumber	\$17.67-\$18.86 (\$16.359-\$17.461)
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Effective	<u>May 1/91</u>	<u>Sept. 30/91</u>
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General Increase	7%
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Additional Adjustments	26¢ for Maintenance Mechanic; CSR Lead Hand reclassified to CSR Senior Technician	50¢ for Pharmacy Assistant
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Distribution Attendant	\$13.33-\$14.13
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RNA	\$15.73-\$16.59
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Plumber	\$18.91-\$20.18
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Previous rates for RNA include a 20¢ pay equity adjustment.

Shift Premium: Effective October 1, 1991, 50¢ (45¢) per hour worked between 3:30 (2:30) p.m. and 7:30 a.m.

Weekend Premium (new): Effective October 1, 1991, 45¢ per hour worked between 11:30 p.m. on Friday and 11:30 p.m. on Sunday.

Certificate Pay (new): Registered Nursing Assistant's rate for a certified Graduate Nursing Assistant.

Overtime Pay: The appropriate overtime rate will be paid for work performed on a third consecutive weekend, except when requested by employee (new).

Acting Pay: An additional 5% (8.5%) of employee's straight time hourly rate when temporarily acting in a higher classification.

Paid Holidays: The day after New Year's Day is added for a total of 11 (10) days per year.

Paid Vacation: 4 weeks after 6 (8) years of service and 6 after 27 (30). Effective September 30, 1991, 4 after 5 and 6 after 25.

Full-time employee will be reimbursed for all non-refundable expenses if vacation is cancelled at employer's request (new).

Vacation Pay: Part-time employee - 8% after 10,350 (15,660) hours;
10% after 25,875 (29,250) hours;
12% after 46,575 (58,500) hours.

Effective September 30, 1991: 8% after 8,625 hours and
12% after 43,125 hours.

Bereavement Leave: 5 consecutive calendar days paid leave upon death of spouse, parent or child. (Previously, 3 days.) 3 (1) days for grandchild.

Health and Welfare: Life Insurance and AD & D - Employer pays 90% (85%) of premium costs.

Vision (new) - Employer pays 85% of premium costs. Maximum claim is \$90 every 2 years.

Dental - Employer pays 75% (60%) of premium costs. Coverage continues to be based on the current year's ODA fee schedule.

Payment In Lieu of Fringe Benefits (part-time employees) - Effective April 30, 1991, 14% (unchanged) except 10% for employee participating in pension plan. Effective September 30, 1991, 13% and 9% respectively.

Meal Allowances: \$5 (\$4).

Transportation Allowance: Maximum \$7 (\$5) per trip for employee required to report to or from work between midnight and 6 a.m. Effective October 1, 1991, \$10 per trip.

May 1991 Settlements

Orillia Soldiers Memorial Hospital - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees.):
Two 24-month renewal agreements effective from October 11, 1989 to October 10, 1991, covering 223 employees, settled at the post conciliation bargaining stage and ratified in May 1991.
Duration of negotiations - 18 months.

Wages:	Effective	<u>Oct. 11/ 89</u>	<u>Oct. 11/90</u>
	General Increases	8%	7%
	Skilled Trades Adjustments	50¢	50¢
	Additional Adjustments	25¢ for Maintenance II	25¢ for Maintenance II

Maid	\$11.952-\$12.241 (\$11.067-\$11.334)	\$12.789-\$13.098
RNA	\$13.446-\$13.716 (\$12.450-\$12.700)	\$14.387-\$14.676
Maintenance I	\$15.636-\$15.946 (\$13.978-\$14.265)	\$17.266-\$17.597

Maximum rates are reached after 1 year for Maintenance I and after 2 years for Maid and RNA.

Other terms of settlement are similar to those reported for Toronto East General Hospital and Service Employees Local 204 (service workers) in the November 1990 report, except as noted below.

Paid Vacation (full-time): 2 (1) weeks for less than 1 year of service.

HEALTH AND WELFARE SERVICES

Versa-Care Limited at various Ontario cities - Christian Labour Association (Ind.): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 500 employees, settled at the conciliation officer stage and ratified in May 1991. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>
	General Increases	3%	3%
	Additional Adjustments	28¢ for RNA	27¢ for RNA
	Housekeeping Aide	\$10.90-\$11.69 (\$10.58-\$11.35)	\$11.23-\$12.04
	Cook	\$12.16-\$12.92 (\$11.81-\$12.54)	\$12.52-\$13.31
	RNA	\$12.73-\$13.60 (\$12.08-\$12.92)	\$13.39-\$14.29
	Effective	<u>Jan. 1/92</u>	<u>July 1/92</u>
	General Increases	3%	3%
	Housekeeping Aide	\$11.57-\$12.40	\$11.92-\$12.77
	Cook	\$12.90-\$13.71	\$13.29-\$14.12
	RNA	\$13.79-\$14.72	\$14.20-\$15.16

Maximum rates are reached after 3 annual increases.

Shift Premium:	0-30¢-30¢ (0-25¢-25¢).
Gerontology Certification Premium (new):	Effective January 1, 1992, 5¢ per hour for employee with Health Care Aide certification who has a Gerontology certificate.
Responsibility Pay:	\$5 (\$3.50) per shift when assigned supervisory responsibilities for more than one-half of a shift.
Paid Holidays (part-time):	Effective January 1, 1992, 1 floating day is added for a total of 9 (8) days.
Paid Vacation:	<u>Full-time Employees</u> - 5 weeks at 10% after 15 (17) years of service. Effective January 1, 1992, 4 weeks at 8% after 8 (9) years, and 6 weeks at 12% after 25 years (new). <u>Part-time Employees</u> - Same entitlement as above (new).
Paid Maternity Leave:	Maximum 15 weeks at the difference between 75% of wages and the UIC benefit, paid after a 2-week waiting period (new).
Sick Leave:	<u>Full-time Employees</u> - 18 days per full year of employment (unchanged) with a maximum accumulation of 108 (90) days. <u>Part-time Employees</u> - 11.25 hours of sick leave credit per 162.5 hours paid (unchanged) with a maximum accumulation of 810 (675) hours.
Health and Welfare:	<u>Vision</u> - Effective January 1, 1992, maximum claim is \$100 (\$70) per person every 2 years. <u>Dental</u> - Effective July 1, 1991, coverage is based on the 1990 (1989) ODA fee schedule. Effective January 1, 1992, the 1991 ODA fee schedule. <u>Continuation of Benefits During Leaves of Absence</u> - Employer pays its portion of premium costs for Health and Welfare benefits, during the month unpaid leave of absence begins, during paid sick leave up to 3 months, and while employee is in receipt of Workers' Compensation benefits for up to 12 months (new).
Uniform Allowance:	Effective June 1, 1991, \$9.80 (\$9) per month for full-time employees, and \$4.90 (\$4.50) per month for part-time employees.

June 1991 Settlements

CONSTRUCTION

Pipe Line Contractors Association of Canada (Mainline Pipeline Agreement),
Canada-wide except Quebec - Plumbers (AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1991 to April 30, 1993, covering 300 Ontario employees, settled at the bargaining stage and ratified in June 1991. Duration of negotiations - 5 months.

Package:	Effective	<u>May 1/91</u>	<u>May 1/92</u>
General Increases		\$2.26	\$2.49
Welder Journeyman		\$34.22 (\$31.96)	\$36.71
Welder-Bead Hot Pass		\$34.88 (\$32.62)	\$37.37

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare and pension funds.

Policing Fund: 20¢ (15¢) per hour earned.

Testing Time Allowance: 4 hours' pay (unchanged), plus one day's subsistence allowance for Journeyman unsuccessful in completing the qualifications test (new).

Room and Board Allowance: \$87.50 (\$85) per day worked. Effective November 1, 1991, \$90. Effective May 1 and November 1, 1992, \$92.50 and \$95 respectively.

Travel Allowance: 35¢ (30¢) per km.

EDUCATION AND RELATED SERVICES

Nipissing Board of Education at North Bay - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignants et des Enseignantes Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 350 employees, settled at the bargaining stage and ratified in June 1991. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/91</u>
Increases		6.4%-7.83%
Teacher-Category D 0-5 years		\$23,889-\$30,241 (\$22,155-\$28,422)
Teacher-Category A1 0-11 years		\$30,712-\$50,284 (\$28,483-\$47,635)
Teacher-Category A4 0-11 years		\$36,573-\$63,780 (\$33,919-\$59,151)

Previous rates reflect a 4.6% increase resulting from a conditional wage adjustment during the previous agreement.

Responsibility Allowances: Increased in accordance with the general salary increase.

Health and Welfare: Vision - Maximum claim is \$240 (\$200) every 2 years.

Education Allowance (new): Employer Contribution - \$6,000 for courses not related to upgrading salary or obtaining post graduate degree. Maximum re-imbursement is \$297 per course, maximum two courses per year.

Oxford County Board of Education at Woodstock - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 660 employees, settled at the bargaining stage and ratified in June 1991. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Apr. 1/92</u>
	General Increases	5.6%	*
	Pay Equity Adjustments	Categories B, C and D are eliminated	
	Teacher-Level A1 0-11 years	\$29,632-\$48,975 (\$28,061-\$46,378)	
	Teacher-Level A4 0-11 years	\$35,055-\$62,849 (\$33,196-\$59,516)	
	Principal-Level D 0-4 years	\$40,143-\$47,066 (\$38,014-\$44,570)	
	Principal-Level A	\$56,057-\$64,360 (\$53,084-\$60,957)	

* Increase equal to the percentage increase in the CPI, from April 1991 to April 1992. Triggered at 5.6% and capped at 7%. Applied to all grids, allowances and Staff Development Plan.

Responsibility Allowances: Increased in accordance with the general salary increase.

Health and Welfare: Vision - Maximum claim is \$175 (\$150) every 2 years.

Dental - Maximum annual claim is \$1,000 and maximum lifetime claim is \$2,000 for orthodontic services, on a 50%-50% co-insurance basis.

Paid Preparation Time: 150 (140) minutes per week.

Staff Improvement Plan (new): Employer Contribution - Effective in 1992, \$72,000. Terms of reference for the plan have yet to be approved at this time.

HEALTH AND WELFARE SERVICES

Versa-Care Ltd., Brierwood Health Care Partnership, Brierwood Health Centre at Brantford, Summit Place at Owen Sound, Telfer Place at Paris, Trillium Court at Kincardine and Riverbend Partnership at Cambridge - Christian Labour Association (Ind.) (full-time and part-time service employees): A 24-month renewal agreement* effective from January 1, 1991 to December 31, 1992, covering 350 employees, settled at the conciliation officer stage and ratified in June 1991. Duration of negotiations - 7 months.

* Previously, two collective agreements.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>
	Increases	1.9%-4.2%	.7%-5%
	Additional Adjustments**	25¢-50¢ per hour for RNA; Life Enrichment Aide and Activation Aide classifications are added	25¢-50¢ per hour for RNA; 2 steps are added to top of range for RN, Telfer Place
	Housekeeping Aide Retirement Lodge	\$9.66-\$10.96 (\$9.32-\$10.62)	\$10.01-\$11.31
	Nurse Aide	\$10.55-\$11.85 (\$10.20-\$11.50)	\$10.91-\$12.21
	RNA Nursing Home	\$12.29-\$13.59 (\$11.61-\$12.91)	\$12.98-\$14.28
	Effective	<u>Jan. 1/92</u>	<u>July 1/92</u>
	Increases	.6%-6.8%	2%-3.9%
	Housekeeping Aide	\$10.37-\$11.67	\$10.74-\$12.04
	Nurse Aide	\$11.28-\$12.58	\$11.66-\$12.96
	RNA	\$13.41-\$14.71	\$13.85-\$15.15

** Effective July 31, 1992, 50¢ per hour for all Kincardine employees except RNA.

Maximum rates are reached after 5,625 hours paid.

Shift Premium: 25¢ per hour on afternoon or evening shift for employee required to work two or more shifts in a 2-week pay period (unchanged for Riverbend Partnership employees; new for all others).

Health Care Aide Certification Premium: 15¢ per hour for Retirement Lodge Attendant and Nursing Home Life Enrichment Aide (new).

Handyperson Premium (new):	25¢ per hour for Housekeeping Maintenance Aide performing duties of Handyperson.
Responsibility Pay:	\$5 per shift (50¢ per hour) when assigned supervisory responsibilities for more than one-half of a shift (new).
Standby Pay:	Effective June 26, 1991, \$12 (\$8) per shift for Registered Nurse.
Paid Vacation:	Effective June 13, 1991, 5 weeks at 8% after 10 (9) years of service, and 5 weeks at 10% after 15 (17) years. Effective January 1, 1992, 6 weeks at 12% after 25 years (new).
Bereavement Leave:	4 (3) days' paid leave upon death of spouse or child. 3 days for son/daughter-in-law (unchanged) for Riverbend Partnership employees (new) for all other employees.
Sick Leave:	<u>Full-time Employees</u> - Effective June 13, 1991, 18 days per full year of employment (unchanged) with a maximum accumulation of 108 (90) days. <u>Part-time Employees</u> - Effective June 13, 1991, 11.25 hours of sick leave credit per 162.5 hours paid (unchanged) with a maximum accumulation of 810 (675) hours.
Health and Welfare:	<u>Vision</u> - Effective January 1, 1992, maximum claim is \$100 (\$70) per person every 2 years. <u>Dental</u> - Effective July 1, 1991, coverage is based on the 1990 (1989) ODA fee schedule. Effective January 1, 1992, the 1991 ODA fee schedule. <u>Continuation of Benefits During Leave of Absence</u> - Employer pays its portion of premium costs for Health and Welfare benefits, provided employee contributes his/her portion, for employee in receipt of Workers' Compensation benefits for up to 12 (3) months.
Pension Plan:	<u>Continuation of Benefits</u> - Employer pays its portion of pension contributions, provided employee contributes his/her portion, for employee in receipt of Workers' Compensation benefits for up to 12 months (new).
Meal Allowance:	One free meal after each 4-hour period of overtime beyond a regular shift (new).
Uniform Allowance:	Effective June 1, 1991, \$9.80 (\$9) per month for full-time employees, and \$4.90 (\$4.50) per month for part-time employees.
Paid Lunch Period:	Regular straight time rate for employee required to remain at the workplace or to carry a beeper during lunch period (new).

Ministry of Labour



Industrial Relations Division
Office of Collective Bargaining Information

**COLLECTIVE BARGAINING
SETTLEMENTS IN
ONTARIO**

AUGUST 1991



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in August 1991. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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MINES

Falconbridge Limited at Sudbury - Local 598, Canadian Mine, Mill and Smelter Workers (CCU) (mine and surface employees): A 36-month renewal agreement effective from August 22, 1991 to August 21, 1994, covering 1,600 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Aug. 21/91</u>	<u>Aug. 21/92</u>	<u>Aug. 21/93</u>
General Increases		90¢	25¢	25¢
Job Class 16 and above Increments		32¢ (22¢)		
COLA Fold-in		82¢		
Job Class 2 (includes Labourer)		\$17.59 (\$15.87)	\$17.84	\$18.09
Job Class 19 (includes Electrician)		\$21.73 (\$19.61)	\$21.98	\$22.23
COLA:	1¢ per 0.35 point change in the CPI - 1961=100 using the July 1991 index as the base. Adjusted quarterly and folded in annually. (Basic formula is unchanged.)			
Nickel Bonus:	10¢ plus 1¢ for each cent the average realized price per pound of nickel exceeds \$2.25 (US) times the number of hours worked in the quarter. (Basic formula is unchanged.)			
Sunday Premium:	\$1.60 (\$1.40) per hour.			
Shift Premium:	0-50¢-70¢ (0-40¢-60¢).			
Paid Vacation:	Effective January 1, 1993, 4 weeks after 16 (18) years of service. 5 weeks after 24 (25).			
Vacation Bonus:	Effective January 1, 1992, \$235 (\$140) per week of vacation entitlement.			
Health and Welfare:	<u>Life Insurance and AD & D</u> - Effective September 1, 1991, benefit is \$25,000 for all employees. (Previously, \$12,500 for employee without dependents.) <u>Life Insurance for Retirees</u> - Effective September 1, 1991, benefit is \$5,000 (\$3,000) for employee and spouse. <u>Weekly Indemnity</u> - Effective January 1, 1992, 1993 and 1994, benefit is \$430 (\$400), \$450 and \$470 respectively.			

LTD - Effective September 1, 1991, benefit is \$900 (\$750) per month.

Dental - Effective September 1, 1991, coverage is based on the 1991 (1988) ODA fee schedule. Effective September 1, 1993, the 1992 ODA fee schedule.

Vision - Maximum claim is \$250 (\$150) every 2 years.

Hearing (new) - Effective September 1, 1991, maximum lifetime claim is \$250 per family member.

Pension Plan: Basic Benefit - Effective January 1, 1992, \$37 (\$30) per month per year of service.

Bridging Benefit - Effective January 1, 1992, \$24 (\$22) per month.

Pension Indexing - 75% of CPI to a maximum of 5%. (Basic formula is unchanged.) During term of this agreement, employer will pay difference if indexing reserve insufficient to provide full 75%.

Survivor Benefit - Effective January 1, 1992, benefit is 66 2/3% (60%) of accrued employee's benefit.

Supplemental Early Retirement 30-and out Benefit (new) - Effective January 1, 1992, employer will supplement benefit to a maximum of \$2,000 per month, to age 65, for employee in receipt of a monthly benefit that is less than \$2,000.

FURNITURE AND FIXTURE

Ontario Store Fixtures Inc., Steel Division at Toronto - Local 5338, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 17, 1991 to July 16, 1993, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 17/92</u>	<u>July 17/92</u>	<u>Jan. 17/93</u>
General Increases		2%	2%	3%
Van Driver		\$11.23 (\$11.01)	\$11.45	\$11.80
Light Fixture Electrician		\$14.97 (\$14.68)	\$15.27	\$15.73
Lump Sum Settlement Payment:	\$150 per employee.			

Bereavement Leave: 3 (1) days' paid leave upon death of grandparent.

Health and Welfare: Weekly Indemnity - Effective July 17, 1992, maximum benefit is \$460 (\$425).

Dental - Effective July 17, 1992, coverage is based on the current year's ODA fee schedule. (Previously, 1 year behind the current year.)

Technological Change (new): Employer provides training for active employees affected by the introduction of new or modified equipment.

METAL FABRICATING

McDermott Company, Babcock and Wilcox Industries Ltd., Division at Cambridge - Local 2859, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 375 employees, settled at the post conciliation bargaining stage. Duration of negotiation - 1 month.

Wages:	Effective	<u>Sept. 1/ 91</u>	<u>Sept. 1/92</u>
General Increases		28¢	16¢
Job Class Increments		39¢-46¢ (37¢)	42¢-54¢
Job Class 2 (includes Labourer/ Shop-General)		\$11.61 (\$11.31)	\$11.80
Job Class 23 (Electronics Repairman)		\$20.49 (\$19.08)	\$21.78

Paid Vacation: Effective July 1, 1992, 5 weeks after 20 years of service (new).

Health and Welfare: Life Insurance and AD & D - Benefit is \$18,000 (\$17,000).
Effective September 1, 1992, \$19,000.

LTD - Maximum monthly benefit is \$750 (\$650).

Dental - Coverage is based on the 1990 (1988) ODA fee schedule.
Effective September 1 1992, the 1991 ODA fee schedule

Pension Plan: Basic Benefit - \$19.50 (\$18.50) per month per year of service up to 20 years, \$20.50 (\$19.50) over 20 years and \$21.50 (\$20.50) over 30 years. Effective September 1, 1992, \$20.50, \$21.50 and \$22.50 respectively.

Bridging Benefit (new) - \$200 per month for employee electing early retirement with an unreduced benefit, payable to age 65.

Safety Shoe Allowance: \$60 (\$55) per year. Effective September 1, 1992, \$65.

MACHINERY

Timberjack Inc., Manufacturing Facility at Woodstock - Local 446, Glass, Pottery, Moulders, and Plastic Workers* (AFL-CIO/CLC):
A 36-month renewal agreement effective from April 1, 1991 to March 31, 1994, covering 271 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

* Previously, Local 246, Molders.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	45¢	
	Additional Adjustments	Millwright and Auto Sweeper classifications deleted	Minor restructuring of wage schedule
	Skilled Trades Adjustment	50¢ for certain classifications	
	Grade 2 (Labourer)	\$14.87 (\$14.42)	
	Electrician Journeyman	\$16.72 (\$15.77)	
	Effective	<u>Apr. 1/92</u>	<u>Apr. 1/93</u>
	General Increases	60¢	60¢
	Grade 2 (Labourer)	\$15.47	\$16.07
	Electrician Journeyman	\$17.32	\$17.92

Shift Premium: Effective April 1, 1992, 0-55¢-55¢ (0-50¢-50¢).

Bereavement Leave: Up to 3 days' paid leave upon the death of son-in-law or daughter-in-law (new). 3 days for foster parent, foster brother and foster sister deleted.

Health and Welfare: Life Insurance and AD & D - Benefit is \$26,000 (\$25,000). Effective April 1, 1992 and 1993, \$27,000 and \$28,000 respectively.

Major Medical - Basic out-of-Canada coverage is added (new). Maximum \$500, once every 5 years for glucometer procedures (new).

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Pension Plan: Basic Benefit - \$31 (\$30) per month per year of service. Effective April 1, 1992 and 1993, \$32 and \$33 respectively.

Safety Shoe Allowance: Maximum \$75 (\$70) per year for painters and \$65 (\$60) for all other employees. Maximum \$75 for employees required to wear Metatarsal shoes (new). Effective April 1, 1992, \$80 for painters; employees requiring Metatarsal shoes and \$70 for all other employees. Effective April 1, 1993, \$85 and \$75 respectively.

Paid Medical Examination: Employer pays for annual medical examination for labourers continually working on painted surfaces (new).

ELECTRICAL PRODUCTS

Philips Electronics Limited at Scarborough - Local 124*, Canadian Auto Workers (CLC), Electrical Workers (IBEW) (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1991 to March 31, 1993, covering 312 employees, settled with mediation assistance. Duration of negotiations - 4 months.

* Previously, Local 1590.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
	Increases	4% with a minimum of 50¢	4%
	Grade 2 (includes Assembler II)	\$11.05 (\$10.55)	\$11.49
	Grade 15 (includes Maintenance Electrician)	\$17.73 (\$17.05)	\$18.44
Shift Premium:	0-57¢-65¢ (0-54¢-59¢). Effective April 1, 1992, 0-60¢-68¢.		
Group Leader Premium:	65¢ (60¢) per hour. Effective April 1, 1992, 70¢.		
Skilled Trades Premium:	\$1.90 (\$1.75) per hour. Effective April 1, 1992, \$2.		
Paid Vacation:	4 weeks after 10 (11) years of service and 5 after 20 (21).		
Bereavement Leave:	3 (1) days' paid leave upon death of grandchild, and 1 day for son-in-law or daughter-in-law (new).		

Health and Welfare: Life Insurance and AD & D - Benefit is \$27,000 (\$25,000). Effective April 1, 1992, \$28,000.

Dental - Coverage is based on the 1989 (1987) ODA fee schedule. Effective April 1, 1992, maximum claim is \$1,150 (\$1,000) per year. Coverage is based on the 1990 ODA fee schedule.

Pension Plan: Basic Benefit - \$11.50 (\$10.50) per month per year of service to a maximum 35 (30) years. Effective April 1, 1992, \$12.50.

Safety Shoe Allowance: \$65 (\$60) per year. Effective April 1, 1992, \$70.

Mitsubishi Electronics Industries Canada Inc. at Midland - Local 532.

Communications-Electrical Workers (CLC): A 24-month renewal agreement effective from July 6, 1991 to July 5, 1993, covering 535 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 6/91</u>	<u>Jan. 1/92</u>	<u>July 6/92</u>
General Increases		65¢		50¢
Additional Adjustments		Level 4 Tube Assembler upgraded to Level 5		
Skilled Trades Adjustments		20¢		20¢
Pay Equity Adjustments			Levels 1 and 2 reclassified to Level 3	
Level 1 (includes Mounting)		\$11.55-\$11.91 (\$10.32-\$10.60)		\$12.23-\$12.59
Level 7 (Tradesperson)		\$15.78-\$16.17 (\$14.93-\$15.32)		\$16.58-\$16.87

Maximum rates are reached after four 3-month increases.

Lump Sum Settlement Payment: \$125 per employee in lieu of retroactivity.

Shift Premium: 0-70¢-70¢ (0-65¢-65¢). 80¢-\$1.75¢ (75¢-\$1.70) for 12-hour continuous shift.

Overtime Pay: Employee on continuous shift, receives time and one-half for all hours worked in excess of the normal 12-hour shift (new).

Paid Vacation: 5 weeks after 20 (21) years of service. Employee reaching the 20th year of service receives 1 additional weeks vacation with 2% additional pay (new).

Bereavement Leave: Up to 3 (2) days' paid leave upon death of sister-in-law or brother-in-law.

Pension Plan: Basic Benefit - \$15 (\$14) per month per year of service. Effective July 6, 1992, \$16.
Supplemental Benefit - \$13 (\$10) per month per year of service.

Safety Prescription Glasses: \$110 (\$100) every 2 years. Effective July 6, 1992, \$120.

Safety Shoe Allowance: Maximum \$75 (\$65) per year. Effective July 6, 1991, \$80.

Training Fund (new): Employer contributes 100% of cost.

Child Care (new): Employer Funding - Maximum \$40,000 in the first year of the contract.

MISCELLANEOUS MANUFACTURING

Manchester Plastics Limited, Gananogue Division, at Gananogue - Local 3209, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sep. 1/91</u>	<u>Mar. 1/92</u>	<u>Sep. 1/92</u>	<u>Mar. 1/93</u>
General Increases		1%	1%	1%	1%
COLA Fold-in		28¢			
Additional Adjustments	Minor restructuring of wage grid				
Skilled Trades Adjustments	\$1.09 for licensed tradespersons				
Pay Equity Adjustments	15¢-30¢ for Groups 3 and 4				

Group 2 (includes Injection Machine Op)	\$12.56 (\$12.16)	\$12.69	\$12.82	\$12.95
Group 9 (includes Licensed Electrician)	\$15.58	\$15.74	\$15.90	\$16.06

COLA: 1¢ per 0.35 point increase in the CPI - 1981=100, using the May 1991 index as the base. Minimum guarantee of 25¢. Adjusted quarterly and folded into wages in August of each contract year. (Basic formula is unchanged.)

Bereavement Leave: Effective September 1, 1992, 3 (1) days' paid leave upon death of spouse's grandparent.

Health and Welfare: Life Insurance and AD & D - Benefit is \$17,000 (\$16,000). Effective September 1, 1991, \$18,000.

Life Insurance for Retirees - Benefit is \$8,500 (\$5,000). Effective September 1, 1992, \$9,000.

LTD - Benefit is 55% (50%) of regular earnings.

Weekly Indemnity - Effective September 1, 1992, maximum benefit is \$275 (\$250).

Vision (new) - Effective September 1, 1992, maximum claim is \$100 every 2 years.

Dental - Coverage is based on the 1990 (1986) ODA fee schedule. Effective September 1, 1992, the 1991 ODA fee schedule.

Pension Plan: Special Payment (new) - An additional lump sum payment of \$50 per month for the first 2 years of normal retirement, during the life of this contract only.

Early Retirement - Employee with 30 years of service, electing to retire with a reduced benefit prior to aged 62, will receive a lump sum payment equal to the amount the pension is reduced between retirement and age 62 to a maximum payment of \$5,000 (new).

Safety Shoe Allowance: \$90 (\$40) per year for Material Men. Effective September 1, 1992, \$30-\$100 (\$20-\$90) depending on classification.

CONSTRUCTION

Pipe Line Contractors Association of Canada (Mainline Pipeline Agreement).

Canada-wide except Quebec - Labourers (AFL-CIO): A 24-month renewal agreement effective from May 1, 1991, to April 30, 1993, covering 500 Ontario employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Package:	Effective	<u>May 1/91</u>	<u>May 1/92</u>
General Increases		\$1.90	\$2.10
Rodman		\$26.65 (\$24.75)	\$28.75
Specialized Labourer		\$28.02 (\$26.12)	\$30.12

Package rates shown include wages, vacation and holiday pay, employer contributions to welfare, pension, industry, training and Labourers, Employers Corporate Education Trust (LECET) (new) funds.

Welfare Fund:	Employer contributes 80¢ (70¢) per hour worked. Effective May 1, 1992, 85¢.
Pension Fund:	Employer contributes \$1 (80¢) per hour worked. Effective May 1, 1992, \$1.10.
LECET Fund: (new)	Employer contributes 5¢ per hour worked to a jointly administered fund. Effective May 1, 1992, 10¢.
Mileage Allowance:	35¢ (30¢) per kilometre.
Subsistence Allowance:	\$87.50 (\$85) per day worked. Effective November 1, 1991, \$90. Effective May 1, 1992 and November 1, 1992, \$92.50 and \$95 respectively.

Pipe Line Contractors Association of Canada (Mainline Pipeline Agreement).

Canada-wide except Quebec - Teamsters (AFL-CIO): A 24-month renewal agreement effective from May 1, 1991 to April 30, 1993, covering 200 Ontario employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>May 1/91</u>	<u>May 1/92</u>
Increases		\$1.75-\$2.25	\$1.85-\$2.50
Pick-up, Pilot Car or Truck		\$30.69 (\$28.94)	\$32.54

Lowbed Driver	\$34.75 (\$32.50)	\$37.25
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Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension, industry and training funds.

Welfare Fund: Effective May 1, 1992, employer contributes \$1.70 (\$1.45).

Pension Fund: Employer contributes \$1.60 (\$1.40) per hour worked. Effective May 1, 1992, \$1.80.

Training Fund: Employer contributes 15¢ (10¢) per hour worked. Effective May 1, 1992, 25¢.

Mileage Allowance: 35¢ (30¢) per kilometre.

Subsistence Allowance: \$87.50 (\$85) per day worked. Effective November 1, 1991, \$90. Effective May 1, 1992 and November 1, 1992, \$92.50 and \$95 respectively.

Pipe Line Contractors Association of Canada (Mainline Pipeline Agreement),
Canada-wide except Quebec - International Operating Engineers
(AFL-CIO/CFL): A 24-month renewal agreement effective from May 1, 1991, to April 30, 1993, covering 500 Ontario employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Package:	Effective	<u>May 1/91</u>	<u>May 1/92</u>
	Increases	\$1.90-\$2.25	\$2-\$2.50
	Intermediate Operator	\$30.98 (\$29.08)	\$32.98
	Principal Operator Group 1	\$33.86 (\$31.61)	\$36.36

Package rates shown include wages, vacation and holiday pay and employer contributions to welfare, pension, industry and training funds.

Welfare Fund: Employer contributes 90¢ (80¢) per hour worked. Effective May 1, 1992, \$1.

Pension Fund: Employer contributes \$3.25 (\$2.25) per hour worked. Effective May 1, 1992, \$4.25.

Mileage Allowance: 35¢ (30¢) per kilometre.

Subsistence Allowance: \$87.50 (\$85) per day worked. Effective November 1, 1991, \$90. Effective May 1, 1992 and November 1, 1992, \$92.50 and \$95 respectively.

TRANSPORTATION

United Parcel Service Canada Ltd., province-wide - Various Locals, Teamsters (AFL-CIO): A 36-month renewal agreement effective from February 16, 1991 to February 15, 1994, covering 1,300 Ontario employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Feb. 16/91</u>	<u>Feb. 16/92</u>	<u>Feb. 16/93</u>
Increases				
Full-time*		45¢	50¢	55¢
Part-time **		22.5¢	25¢	27.5¢
Skilled Trades Adjustment		25¢ for Mechanics	25¢ for Mechanics	25¢ for Mechanics
Additional Adjustments		new classifications added		
Driver (Package Car)		\$11.48-\$15.75 (\$11.48-\$15.30)	\$11.48-\$16.25	\$11.48-\$16.80
Certified Mechanic		17.68-\$18.35 (\$16.98-\$17.65)	\$18.43-\$19.10	\$19.23-\$19.90

* Full-time Employees Hired Prior to Ratification - Increases are applied to top rates and pro-rated for other steps. Increases for Mechanics are applied to each step. Maximum rates are reached after 210 days worked.

Full-time Employees Hired After Ratification - After probationary rate is 75% of the February 15, 1991 top rate except for Mechanics. Maximum rates for new employees, other than Mechanics, are reached after 24 months, following probationary period of 30 working days.

** Part-time Employees - Increases applied to top rates. Employees hired prior to ratification remain in the existing wage progression schedule and employees hired after ratification will be placed on a new 2 year schedule.

COLA: Effective February 16, 1992, 1¢ per 0.6 point increase in the CPI - 1986=100, using the January 1991 index as the base. Capped at 20¢ per hour per year. Folded in annually. (Previously, 10¢ per 1% increase in the CPI - 1981=100. Triggered at 5% in each year of the agreement and paid as lump sum. Formula did not trigger.)

Lump Sum Settlement Payment:	\$300 per full-time employee. \$150 per part-time employee and full-time casual.
Paid Rest Period (new):	<u>Package Drivers</u> - one 10 minute break.
Triple Trailer Premium (new):	25¢ above regular feeder rate.
Overtime Pay:	<u>Part-time (Hub, Operating and Clearance Centres)</u> - Overtime rate after 5 hours per day for employee in regular job assignment and after 8 hours per day or 40 hours per week during peak season or if employee is doing a combination of jobs. (Previously, after 8 hours per day or 40 hours per week.)
Paid Holidays:	<u>Optional Days</u> - 4 (2) optional days per contract year for full-time employee attaining seniority prior to February 16 and 2 (1) days if seniority attained after February 15 and prior to August 15. <u>Statutory Holidays</u> - Employee receives pay for holidays occurring during vacation (new).
Paid Vacation:	2 weeks at 4.5% (4%) after 1 year of service, 3 at 6.5% (6%) after 5, 4 at 8.5% (8%) after 10, 5 at 10.5% (10%) after 20 and 6 at 12.5% after 25 (new).
Bereavement Leave:	Up to 4 (3) days' paid leave upon death of spouse, parent, sibling, child, father/mother-in-law, son/daughter-in-law, brother/sister-in-law, grandparent, step-parent and step-child.
Jury Duty/Crown Witness Leave:	Employee receives 8 hours' pay at straight time. (Previously, jury duty/crown witness pay deducted.)
Union Education Leave (new):	8 hours' pay for stewards attending joint union-management seminar.
Pension Plan:	<u>Basic Benefit</u> - \$25 per month per year of service (previous amounts unavailable). Effective August 1, 1992, \$32 per month. Effective August 1, 1993, \$40 per month.
Tool Allowance (new):	\$5 per week to a maximum of \$250 per year for full-time seniority mechanics.
Tool Insurance (new):	Employer pays premium costs for insurance covering loss and damage by fire for mechanic's tools.
Safety Shoe Allowance (new):	\$50 per year for full-time seniority mechanics.

Job Training Allowance:	Employee receives appropriate rate while undergoing training on unfamiliar tools or equipment (new).
Job Security (new):	Automotive and maintenance work which is normally done in-house will not be contracted out except when employees are not available.
Hold-Up Reimbursement (new):	Up to \$100 for loss of personal property, if in a hold-up while on duty.
Employee Assistance Programme (new):	Employer pays costs associated with programme.

London Transit Commission - Local 741, Transit Union (AFL-CIO/CLC): A 12-month renewal agreement effective from July 1, 1991, to June 30, 1992, covering 430 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	July 1/91	Dec. 29/91
COLA Fold-in		5¢	
General Increases		3.25%	1.5%
Additional Adjustments	Night Ticket and Garage Clerks will receive Day Ticket Clerk's rate, some new classifications added		
Bus Operator		\$15.27-\$15.64 (\$14.74-\$15.10)	
Mechanic		\$17.67 (\$17.06)	\$17.93

Maximum rate for bus operator is reached after 1 year.

COLA Provision:	Inoperative during the term of this agreement. (Previously, 1¢ per 0.25 point change in the CPI - 1981=100, using the June 1989 index as the base. Triggered at 4.5% annually. Capped at 20¢ and 25¢ in the 2nd and 3rd contract years respectively.)
Shift Premium:	Effective August 15, 1991, 10¢ per hour worked for Dispatcher on shift commencing on or after 10 p.m.
Early Morning Premium:	Effective August 15, 1991, time and one-half for all hours worked prior to 8 (7) a.m. for spare operator working past 11:30 p.m. on previous shift.

13-Hour Spread Premium	Effective August 15, 1991, time and one-half for hours worked in excess of 12-hour (13-hour) spread.
Call-Back Pay:	Minimum 2 hours' at time and one-half of straight time rate. (Previously, no minimum.)
Acting Pay:	Part-time employee receives higher rate when acting as Garage Office Clerk (new).
Paid Holidays:	The rate of the higher classification will be paid for work on a paid holiday, for acting assignments of 1 full week.
Attendance Bonus:	Effective the 1991 calendar year, maximum \$500 per year for all full-time employees with a \$50 per day reduction for each full or partially missed scheduled work day following the first 3 absences. Payment is reduced by \$2 per day for period of non-employment. (Previously maximum \$275 for operators only with \$1 per day reduction for all absences except vacation, paid holiday or floater.)
Bereavement Leave:	Effective August 1, 1991, 1 day's paid leave upon death of grandchild (new).
Health and Welfare:	<u>LTD</u> - Effective February 1, 1992, benefit is \$1,200 (\$1,100) per month. <u>Vision</u> - Effective February 1, 1992, maximum claim is \$150 (\$100) every 2 years. <u>Dental</u> - Effective February 1, 1992, coverage is based on the 1990 (1989) ODA fee schedule.
Safety Shoe Allowance:	Maximum \$75 every 2 years for Operator and Inspector; \$75 per year for maintenance employee and dispatcher. Pro-rated for new employees. (Previously, 1 pair supplied over the same time period.)

Transit Windsor - Local 616, Transit Union (AFL-CIO/CLC) (operators, maintenance, and administration employees): A 24-month renewal agreement* effective from March 1, 1991 to February 28, 1993, covering 232 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

* Previously, two collective agreements.

Wages:	Effective	<u>Mar. 1/91</u>	<u>Mar. 1/92</u>
General Increases		4.2% plus 2¢	4%
Operator		\$15.98 (\$15.32)	\$16.62
Welder		\$17.37 (\$16.65)	\$18.06

COLA: Effective March 1, 1992, 2¢ per 0.25 point change in CPI - 1986=100, using the March 1992 index as the base. Adjusted quarterly. Triggered at 4%. (Previously, formula inoperative.)

Skilled Trades Premium: 40¢ (30¢) per hour for Mechanics, Machinists and Welders. Effective March 1, 1992, 45¢.

Leader Premium: 50¢ (40¢) per hour.

Shift Premium: Effective March 1, 1992, 0-35¢-45¢ (0-30¢-30¢) for maintenance shop employees.

Night Premium: Operators - Payable for regular runs beginning after 2:01 (3:00) p.m. Effective March 1, 1992, 30¢ (20¢) per hour worked.

Sunday Premium: Operators - 30¢ (20¢) per hour worked.
Maintenance Shop Employees - 30¢ (20¢) per hour worked.

Health and Welfare: Life Insurance - Effective August 21, 1991, benefit is \$30,000 (\$25,000).
Weekly Indemnity - Benefit is 66 2/3% (60%) of regular earnings to UIC maximum.
LTD - Effective August 21, 1991, benefit is \$900 (\$850) per month.
Vision (new) - Effective September 1, 1991, maximum claim is \$100 per person every 2 years.
Dental - Effective March 1, 1992, coverage is based on the 1991 (1990) ODA fee schedule. Effective February 28, 1993, the 1992 ODA fee schedule.

Tool Allowance: \$150 (\$100) per year.

Safety Shoe Allowance: \$75 (\$50) per year for maintenance shop employees. \$125 per year for service line employees (new).

UIC Premium Reduction Program: Annual employer premium reduction savings will be shared with employees in the form of wages and for funding of the Vision plan. (Previously, used for employee benefits and events.)

RETAIL TRADE

N & D Supermarket Limited at Windsor - Employees Association (Ind.) (full-time and part-time retail food employees): Two 12-month extended agreements effective from September 1, 1991 to August 31, 1992, covering 335 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:

Effective

Sept. 1/91

No increase in rates that
were in effect at the expiry
of the previous agreement

Part-time Employees

Student Packer (under 18 years of age)	\$5.51-\$5.79 (\$5.51-\$5.79)
Non-Student General Help	\$6.78-\$8.28 (\$6.78-\$8.28)
Cashier	\$6.95-\$10.26 (\$6.95-\$10.26)

Maximum rates are reached after 12 months for Student Packer,
after 24 months for Non-Student General Help, and after 30
months for Cashier.

Economic
Adjustments:

Quarterly lump sum payments of 70¢ per hour for eligible
employees (unchanged).

EDUCATION AND RELATED SERVICES

Trent University at Peterborough - Trent University Staff Association (Ind.):

A 12-month renewal agreement effective July 1, 1991 to June 31,
1992, covering 340 employees, settled at the bargaining stage.
Duration of negotiations - 2 1/2 months.

Wages:

Effective

July 1/91

General Increase

5.5%

Additional
Adjustments

Minor classification
adjustments

Band 1 (includes
Circulation
Assistant)

\$10.59-\$12.51
(\$10.04-\$11.86)

Band 11
(Co-ordinator of
Counselling)

\$24.30-\$28.70
(\$23.03-\$27.20)

Maximum rates are reached after 6 annual increases.

Health and
Welfare:

Life Insurance - Effective November 1, 1991, employer pays 100%
of premium costs for a benefit of 1 1/2 times annual salary.
(Previously, employer paid 100% of premium costs for first
\$25,000 and a portion of the costs for the balance of the
salary.)

Optional Life Insurance for Dependents - Employee pays 100% of premium costs. (Previously, employer paid a portion of premium costs.)

Major Medical - Effective September 1, 1991, maximum \$200 per family member per year for massage therapy (new).

Hearing (new) - Effective September 1, 1991, maximum \$500 per family member every 4 years.

Dental - Effective January 1 (July 1) of each year, coverage is updated to the previous year's ODA fee schedule.

Pension Plan: Basic Benefit - Final average earnings defined as highest average annual nominal earnings during any 3 consecutive years in last 10 years prior to retirement or termination. (Previously, average of best 5 years of last 10 years.)

Hamilton Public Library Board - Local 932, Canadian Union of Public Employees (CLC) (full-time, part-time and casual employees): A 36-month renewal agreement effective from January 1, 1991 to December 31, 1993, covering 236 employees, settled at the bargaining stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	Jan. 1/91	July 1/91	Jan. 1/92
General Increases		4%	2%	5%
Pay Equity Adjustments		*		*
Internal Equity Adjustments				**
Additional Adjustments	Major restructuring of the wage schedule			
Clerk		\$12.186-\$13.18 (\$11.366-\$12.294)	\$12.43-\$13.444	\$13.711-\$14.83
Librarian II		\$21.19-\$23.836 (\$19.679-\$22.136)	\$21.614-\$24.313	\$23.47-\$26.40
		Jan. 1/93	July 1/93	
General Increases		3%	1%	
Pay Equity Adjustments		*		
Internal Equity Adjustments		**		

Clerk	\$14.779-\$15.985	\$14.926-\$16.144
Librarian II	\$24.970-\$28.088	\$25.219-\$28.368

Maximum rate for Clerk is reached after 2 (3) annual increases and for Librarian II, after 3 annual increases.

Previous rates for Clerk reflect a 38¢ pay equity adjustment and for Librarian II, 78.4¢.

* Pay equity adjustments for certain classifications paid in instalments on January 1, 1991, 1992, 1993 and 1994.

** Restructuring of wage schedule occurred as result of new job evaluation plan. Plan provides for internal equity adjustments for certain classifications. Effective January 1, 1992, 1993 and 1994, instalments of 25%, 35% and 40% of the total increase respectively.

- Shift Premium: Effective January 1, 1992, 50¢ (45¢) per hour worked between 9 p.m. and 7 a.m. (Previously, between 5 a.m. and 7 a.m. and 9 p.m. and 1 a.m.) Effective January 1, 1993, 55¢.
- Reporting Pay: Minimum 3 hours work or pay for reserve part-time employees. (Previously, applied to regular part-time only.)
- Call in Pay: All employees receive minimum 3 hours at appropriate overtime rate or all hours worked at appropriate overtime rate, whichever is greater. (Previously, applied to full-time employees only.)
- Paid Holidays: Regular and Reserve Part-time - Easter Monday is added for a total of 10 (9) days.
- Paid Vacation: Full-time excluding Professional Librarians - Effective January 1, 1993, 3 weeks plus one day after 2 (4) years of service, 3 plus 2 after 3 (5), 3 plus 3 after 4 (6), 3 plus 4 after 5 (7), 4 weeks after 6 (8) years, 4 plus 1 after 11, 4 plus 2 after 12, 4 plus 3 after 13 and 4 plus 4 after 14 (new).
Full-time including Professional Librarians - 7 weeks after 27 (28) years of service. One additional day for each year of service after 30 years, to a maximum of 8 weeks (new).
- Vacation Pay: Regular and Reserve Part-time - Effective January 1, 1993, 8% of gross earnings of the previous year. (Previously, 6% for staff other than Professional Librarians.)
- Bereavement Leave: Definition of spouse, child and in-law extended to include same sex relationships (new).
- Sick Leave: Regular Part-time - Up to 50 (40) hours per year.
- Paid Union Leave: Regular Part-time (new) - Up to 10 hours per week for Joint Committee meetings.

Health and Welfare: Life Insurance - Benefit is one and one-half times annual salary (previously, equal to salary). Effective January 1, 1993, twice annual salary.

Vision - Maximum claim is \$250 (\$200) every 2 years.

Hearing - Maximum claim is \$300 every 3 years. (Previously, a maximum lifetime claim of \$300.)

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Meal Allowance: \$5.75 (\$5.50) after 2 hours of overtime or if in a location with no lunch-room. Effective January 1, 1992 and 1993, \$6 and \$6.50 respectively.

HEALTH AND WELFARE SERVICES

Riverdale Hospital at Toronto - Local 79, Canadian Union of Public Employees (CLC) (registered nurses and paramedical employees): A 24-month renewal agreement effective from April 1, 1991 to March 31, 1993, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Oct. 1/91</u>
	Increases	0%-14.4% for Nurses; 8% for other employees	0%-4.4% for Nurses; 2% for other employees
	Registered Nurse 0-9 years	\$16.81-\$23.59 (\$16.81-\$20.62)	\$16.81-\$24.62
	Speech Pathologist 0-5 years	\$21.003-\$24.321 (\$19.447-\$22.519)	\$21.423-\$24.807
	Effective	<u>Apr. 1/92</u>	
	Increase	0%-8.3% for Nurses; 6% for other employees	
	Registered Nurse	\$16.81-\$26.67	
	Speech Pathologist	\$22.708-\$26.295	

Shift Premium: 0-\$1-\$1.25 (0-45¢-45¢).

Weekend Premium: \$1.35 (45¢) per hour worked between midnight Friday and midnight Sunday.

Responsibility Pay:	70¢ (40¢) per hour for registered nurse assigned supervisory responsibilities for a full shift or more.
Bereavement Leave:	3 days' paid leave upon death of same sex partner (new).
Paid Parental Leave:	Maximum 10 weeks at the difference between 75% of wages and the UIC benefit, paid after a 2-week waiting period (new).
Legislated Committee Leave (new):	Nurse who is a member of a committee pursuant to Regulation 518 of the Public Hospitals Act receives straight time rate for all hours attending meetings of such committee.

St. Joseph's Religious Hospitaliers of Hotel Dieu at Windsor - Local 210, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees): A 12-month renewal agreement effective from April 1, 1991 to March 31, 1992, covering 340 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Oct. 1/91</u>
	General Increase	5.25%	
	Additional Adjustments	50¢ for C.S.R. Ward Aides	50¢ for C.S.R. Ward Aides
	Cafeteria Helper	\$12.439-\$13.045 (\$11.819-\$12.394)	
	Cook	\$14.281-\$14.780 (\$13.569-\$14.043)	
	R.N.A.	\$14.584-\$15.397 (\$13.857-\$14.629)	

Maximum rates are reached after two 6-month increases.

Paid Vacation:	Effective April 1, 1992, 3 weeks after 2 (3) years of service and 4 after 5 (8).
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FEDERAL ADMINISTRATION

Treasury Board of Canada - Professional Institute (Ind.): A renewal master agreement* expiring on September 30, 1993, effective from January 1, 1991 for the Meteorology Group (MT), from June 22, 1990 for the Commerce Group (CO) and from October 1, 1990 for the other 16 groups in the Scientific and Professional Category**, covering 4,215 Ontario employees, settled by binding conciliation. Duration of negotiations - 11 months.

* Previously, 3 collective agreements.

** Includes the following additional groups: Actuarial Science (AC), Agriculture (AG), Biological Science (BI), Dentistry (DE), Forestry (FO), Historical Research (HR), Home Economics (HE), Mathematics (MA), Nursing (NU), Occupational and Physical Therapy (OP), Pharmacy (PH), Scientific Regulation (SG), Scientific Research (SE), Social Work (SW), Veterinary Medicine (VM) and Defence Scientific Service (DS) (previously included Psychology (PS)).

Wages:

Scientific and Professional

Effective	<u>Oct. 1/90</u>	<u>Oct. 1/92</u>
General Increases	4.7%	3%

Annual Rates

HR - 1 6 levels	\$19,331-\$39,360 (\$18,463-\$37,593)	\$19,911-\$40,541
DS-7 4 levels	\$83,246-\$88,428 (\$79,509-\$82,460)	\$85,743-\$91,081

Commerce

Effective	<u>June 22/90</u>	<u>Oct. 1/90</u>	<u>Oct. 1/92</u>
General Increases	1.278%	4.7%	3%

Annual Rates

CO-1 8 levels	\$33,222-\$44,198 (\$32,803-\$43,640)	\$34,783-\$46,275	\$35,826-\$47,663
CO-4 6 levels	\$60,601-\$73,717 (\$59,836-\$72,787)	\$63,449-\$77,182	\$65,352-\$79,497

The following provisions apply to all groups involved with this settlement, unless stated otherwise. Also, provisions are effective from September 24, 1991, except where otherwise indicated.

Shift Premium: NU and VM Groups - \$1 (70¢) per hour where applicable.

Weekend Premium: NU and MT Groups - \$1 per straight time hour worked on Saturday or Sunday. (Previously, 70¢ for NU Group, and 75¢ for MT Group.)

Acting Pay: AC, AG, CO and HR Groups - Employee temporarily assigned to a higher classification for 10 (15) days or more receives appropriate rate in the higher classification for the duration of the assignment.

Paid Vacation: 6 weeks after 30 years of service (new).

Responsibility Allowance: NU Group - \$1,050 (\$875) per year for employee at level NU-HOS-5 regularly performing duties of Assistant Director of Nursing. Provision applies only to certain hospitals.

Education Allowances: NU Group - The following education allowances apply to the duties of positions at all levels:

Recognized speciality training course,	
3-6 months	\$300 (\$255)
7-12 months	\$475 (\$390)
1 year university course in Administration, Public Health, Teaching and Supervision, or Psychiatry	\$850 (\$710)
BA in Nursing	\$1,050 (\$875)
MA in Nursing	\$1,450 (\$1,200)

Field Research Allowance: SE Group - \$375 (\$330) for each 30 calendar day period.

Diving Allowance: BI, HR and SE Groups - Effective October 1, 1990, \$10.50 (\$7.75) per hour for a minimum 2 hours per dive. Effective October 1, 1991, \$12.50 per hour.

Penological Factor Allowance: Scientific and Professional Category - 'X' factor is \$1,600 (\$1,500).

Severance Pay: Retirement or Death - 1 week's pay per year of service, with final year of service pro-rated, to a maximum of 30 week's pay (Previously, maximum 28 weeks' pay for Scientific and Professional Category and Meteorology Group; (unchanged) for Commerce Group.)

Treasury Board of Canada - Air Traffic Controllers (Ind.): A 36-month renewal agreement effective from January 1, 1991 to December 31, 1993, covering 637 Ontario employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Jan. 1/91	Jan. 1/93
	General Increases	4.5%	3%
	<u>Annual Rates</u>		
	<u>Operating Employees</u>		
	34 hours per week		
	AI-01	\$30,095-\$48,646	\$30,998-\$50,105
	11 levels	(\$28,799-\$46,551)	

AI-04	\$47,407-\$65,960	\$48,829-\$67,939
11 levels	(\$45,366-\$63,120)	

Non-Operating Employees
37 1/2 hours per week

AI-07	\$60,635-\$79,185	\$62,454-\$81,561
11 levels	(\$58,024-\$75,775)	

The following provisions are effective August 30, 1991, unless specifically stated otherwise.

Shift Premium: Instructors and Operating Employees - \$8 (\$5.50) per shift for employee working 4 or more hours between 4 p.m. and 8 a.m.

Operational Facility Premium: Increased in accordance with the general salary increases.

Supervisory Differential (new): 5% above regular rate for Operating employees and 2%-6%, depending on supervisory rating, for Non-Operating employees, when assigned supervisory responsibilities.

Training Bonus: \$3.50 (\$2.75) per hour for controller training new employee. Effective January 1, 1993, \$3.75.

Overtime Pay: Operating Employees - Double time (time and one-half) for all hours worked in excess of regularly scheduled hours.

Paid Vacation: 4 weeks after 8 (9) years of service, 5 after 19 (20) and 6 after 30 (new).

Jury Duty/Court Attendance Leave (new): Summoned or subpoenaed employee receives the difference between regular daily wages and fees received.

Severance Pay: First Lay-Off - 2 weeks' pay for the first year of service and 1 week's pay per additional year of service to a maximum of 30 (28) weeks' pay.

Second or Subsequent Lay-Off - 1 week's pay per year of service, less any previous severance pay, to a maximum of 29 (27) weeks' pay.

Retirement/Death - 1 week's pay per year of service to a maximum of 30 (28) weeks' pay. Payable to eligible employee or employee's estate.

Treasury Board of Canada - Professional Institute (Ind.) (physical sciences group): A 36-month renewal agreement effective from June 16, 1990 to June 15, 1993, covering 494 Ontario employees, settled at the post mediation bargaining stage. Duration of negotiations - 14 months.

Wages:	Effective	<u>June 16/90</u>	<u>June 16/92</u>
	General Increases	4.45%	3%
	<u>Annual Rates</u>		
	PC-1	\$22,384-\$43,535 (\$21,430-\$41,680)	\$23,056-\$44,841
	PC-5	\$67,168-\$76,743 (\$64,306-\$73,473)	\$69,183-\$79,045

Maximum rates are reached through a combination of merit and automatic increases.

Call Back Pay:	Minimum 3 hours' pay at applicable overtime rate to a maximum of 8 hours' pay. (Previously, applicable overtime rate for hours worked with a minimum equivalent of 4 hours' pay at straight time rate and no maximum.)
Paid Vacation:	6 weeks after 30 years of service (new).
Holiday Pay (part-time):	4.25% (4%) of straight time rate.
Sick Leave:	Unused sick leave credits earned during a previous period of employment are restored for laid-off employees re-appointed within one year of lay-off (new).
Severance Pay:	<u>Retirement</u> - 1 week's pay per year of service to a maximum of 30 (28) weeks' pay.

LOCAL ADMINISTRATION

Metropolitan Toronto Police Services Board, previously, Metropolitan Board of Commissioners of Police - Police Association (Ind.) (police officers): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 5,446 employees, settled at the post mediation bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>
	General Increases	4.1645%	2%
	Additional Adjustments*		
	4th Class Constable	\$35,000 (\$33,601)	\$35,700
	1st Class Constable	\$50,000 (\$48,001)	\$51,000

Staff	\$62,250	\$63,495
Sergeant	(\$59,761)	

* Senior Constable classification added. Differential is 1.5% of 1st Class Constable rate. Effective July 1, 1991, 2%.

Call Back Pay: Employee electing to remain on duty between court appearances of 3 hours or less is ineligible for call back pay (new).

Court Allowance: \$75 (\$50) per day for retiree required to appear on a previously work related matter.

Paid Vacation: Effective August, 1, 1991, 7 weeks after 35 years of service (new).

Health and Welfare: Dental - Effective January 1, 1991, maximum \$1,750 (\$1,500) per year for basic coverage.

Continuation of Benefits - Maximum reimbursement of \$60 per month for out-of-province medicare coverage for eligible retiree or surviving spouse moving to a different Province. (Previously, the equivalent of OHIP coverage.)

Plain Clothes Allowance: \$950 (\$900) per year.

Plain Clothes/ Training Allowance: 6.75% of First Class Constable's salary for time assigned to classroom instruction duties or for a minimum of 30 days of plainclothes duty per calendar year. (Previously, 5% for up to 12 months assignment and 6.5% thereafter.)

Mileage Allowance: 30¢ (24¢) per kilometre.

Addenda

March 1991 Settlement

TRANSPORTATION

Air Canada, system-wide - Air Line Pilots (Ind.): A 6-month extended agreement* effective from September 30, 1991 to April 1, 1992, covering 900 Ontario employees, settled at the bargaining stage and ratified in March 1991. Duration of negotiations - 1 month.

* This agreement includes a furlough deferral plan effective from March 2, 1991 to December 31, 1992.

Wages:	Effective	<u>Mar.2/91</u>	<u>Jan. 31/92</u>	<u>Apr.1/92</u>
	General Increases		**	2.5%
	Additional Adjustments		***	

Pilot	\$547.19-\$758.76 (\$547.19-\$758.76)	\$560.87-\$777.73
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Note: Pilot receives either an hourly base pay to be included as a component of flying pay or salary in accordance with total credited service. Maximum rates are reached after two 12-month increases.

Second Officer 10th year	\$25.54 (\$25.54)	\$26.18
First Officer Captain 12th Year	\$28.13 (\$28.13)	\$28.83

Note: First Officer with 2 or more years of service and Second Officer with 4 or more years, receives, for each hour flown, hourly base pay plus a percentage of Captain's hourly flying pay, mileage and gross pay as follows:

First Officer -	47.2%-61.2% (unchanged)
Second Officer -	38.2%-43.2% (unchanged)
0-2 years of service	
Second Officer -	37.2%-43.2% (unchanged)
3 or more years	

<u>Captain</u>	<u>Mar.2/91</u>	<u>Apr.1/92</u>
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Hourly Flying Pay
In Addition to
Hourly Base Pay

<u>Equipment</u>	<u>Day / Night</u>		<u>Day / Night</u>	
DC-9	\$58.9217 (\$58.9217)	\$77.1692 \$77.1692)	\$60.3947	\$79.0984
B-727	\$59.9242 (\$59.9242)	\$78.1718 \$78.1718)	\$61.4223	\$80.1260
A-320	\$67.6480 (\$67.6480)	\$85.8956 \$85.8956)	\$69.3392	\$88.0429
DC-8	\$61.6766 (\$61.6766)	\$80.7243 \$80.7243)	\$63.2185	\$82.7424
L-1011	\$61.8177 (\$61.8177)	\$80.5202 \$80.5020)	\$63.3631	\$82.5332
B-767	\$63.2532 (\$63.2532)	\$82.4238 \$82.4238)	\$64.8345	\$884.4843
B-747	\$68.1266 (\$68.1266)	\$88.8274 \$88.8274)	\$69.8297	\$91.0480

<u>Mileage Pay</u>	7.1663¢ per mile	7.345¢ per mile
Based on speed of aircraft flown	(7.1663¢ per mile)	

<u>Gross Weight</u>		
per 1,000 pounds	7.1663¢ per hour flown	7.345¢ per hour flown
of the certified gross weight of the aircraft	(7.1663¢ per hour flown)	

** Increase to equal the percentage increase in the 1991 CPI - 1981=100. Triggered at 5% and capped at 7.5%.

*** Daily flight time limitation, reserve sliding scale, minimum monthly guarantee, flat salary pay, pension benefits and some other payments will be adjusted in accordance with reduced flying time hours.

Maximum Monthly Flying Times:	71:15 (78) hours per month or up to 78 (80) hours in 1 hour increments. Effective May 3, 1992, maximum 75 hours with additional 1 hour increments up to 80 hours.
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Minimum Monthly Guarantee	Minimum 58 hours and 54 minutes (64 hours and 30 minutes) pay for overseas flight, in accordance with revised flying times.
Off-duty Time:	From March 2, 1991 to May 2, 1992, an additional optional 24-hour off duty period may be taken in conjunction with a 96-hour (48 of which is guaranteed) off duty period when monthly maximum flying time is 71:15, or in conjunction with regularly scheduled 48 or 96-hour off duty period when maximum flying times exceed 71:15 (new).

June 1991 Settlement

EDUCATION AND RELATED SERVICES

Halton Roman Catholic Separate School Board at Burlington - Ontario English Catholic Teachers' Association and Association des Enseignantes et des Enseignants Franco-Ontariens (Ind.) (elementary school teachers): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 700 employees, settled at the bargaining stage and ratified in June 1991. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>	<u>Sept. 1/92</u>
General Increases		3.5%	2%	**
Additional Adjustments		*		

Teacher- Level A 0-10 years	\$26,141-\$42,167 (new)	\$26,664-\$43,010
Teacher- Level A1 0-10 years	\$31,283-\$48,910 (\$30,225-\$47,256)	\$31,909-\$49,888
Teacher- Level A4 0-12 years	\$35,823-\$62,062 (\$34,612-\$59,963)	\$36,540-\$63,303
Principal/ Co-ordinator 0-4 years	\$68,879-\$76,667 (\$66,550-\$74,074)	\$70,257-\$78,200

Previous rates reflect 7.065% increase resulting from a conditional wage adjustment.

* Pre-degree categories B, C, and D are combined to form New Category A.

** Increase to equal the percentage increase in the Toronto CPI from July 1991 to July 1992. Capped at 5%.

Responsibility
Allowances:

Principal's Designate - \$400 (\$347) per year.

Extra Degree - \$650 (\$582) per year. Effective September 1, 1992, \$700.

Principal's Expense - \$600 (\$550) per year.

Vice-Principal & Consultant - \$5,273 (\$4,807) per year.
Effective January 1, 1992, \$5,379.

Sick Leave:

Effective September 1, 1992, 20 days per year (unchanged) with a maximum accumulation of 270 (260) days.

Benefit Fund
(new):

Employer contributes \$10,000 to review improvements to benefit plans. Effective September 1, 1992, a further \$10,000.

Paid Preparation
Time:

Effective September 1, 1992, 180 (160) minutes per week.
Effective September 1, 1993, 200 minutes.

Continuing
Education:

Teacher - \$30.64 (28.90) per hour.

July 1991 Settlements

ELECTRIC POWER, GAS AND WATER UTILITIES

Ottawa City Hydro-Electric Commission - Locals 1569*, Electrical Workers (IBEW)
(office and outside works department employees): Two 24-month renewal agreements, effective from April 1, 1991 to March 31, 1993, covering 330 employees, settled at the conciliation officer stage and ratified in July 1991. Duration of negotiations - 4 months.

* Includes Local 1551.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
	General Increases	5%	5%
	Additional Adjustments	Minor restructuring salary schedule and modification of certain classifications	
	<u>Office Employees</u>		
	36.25 hours per week		
	Level 2 (includes Clerk)	\$388.23-\$422.65 (\$369.74-\$402.52)	\$407.64-\$443.78
	Level 9 (includes Sr. Programmer)	\$812.65-\$836.07 (\$773.95-\$796.26)	\$853.28-\$877.87
	<u>Works Department Employees</u>		
	40 hours per week		
	Truck Driver	\$9.75-\$17.51 (\$9.29-\$16.68)	\$10.24-\$18.39
	Lineman	\$9.75-\$21.07 (\$9.29-\$20.07)	\$10.24-\$22.12

Maximum rates for Clerk and Senior Programmer are reached after 2 years. Maximum rate for Lineman reached after 5 1/2 years for qualified employees. Maximum rate for Truck Driver is reached after 3 1/2 years. (Previously, 3 Truck Driver categories, with maximum rates being reached after 3, 4 and 4 1/2 years respectively.)

Shift Premium: 90¢ (75¢) per hour worked between 5 p.m. and 8:30 a.m. for office employees and between 4 p.m. and 8 a.m. for works department employees. Effective April 1, 1992, 95¢.

Overtime Pay:	Time and one-half for the first 3 (4) hours worked after regular shift and double time thereafter. Effective April 1, 1992, time and one-half for first 2 hours and double time thereafter.
Paid Sick Leave (Office):	1 1/2 (1) days per month following probation period.
Bereavement Leave:	4 (3) consecutive calendar days' paid leave upon death of grandchild and 4 days for great grandparent (new).
Health and Welfare:	<u>LTD</u> - Maximum benefit is \$3,000 (\$2,500) per month. <u>Vision</u> - Maximum claim is \$200 (\$100) every 2 years. <u>Dental</u> - Coverage is based on the 1991 (1990) ODA fee schedule. Effective April 1, 1992, employer pays 90% (80%) of premium costs and coverage is based on the 1992 ODA fee schedule.
Meal Allowance:	\$9 (\$8.50). Effective April 1, 1992, \$9.50. The following changes apply to Works Department employees only:
Lead Hand Premium:	40¢ (30¢) per hour worked.
On-Call Pay:	\$115 (\$110) for each full week, and \$21 (\$20) for each statutory holiday. Effective April 1, 1992, \$25 for statutory holiday.
Call-Out Pay:	Employee receives minimum call-out pay if planned overtime is cancelled with less than 3 hours' notice (new).
Acting Pay:	12% (10%) above regular rate for employee acting in Level 1. 9% (7.5%) in Level 2.
Safety Allowance:	\$215 (\$190) per year for fire retardant clothing, prescription safety glasses and safety boots.
Training Allowance (new):	Employee receives regular hourly rate when required to attend a training course. Travel/mileage allowance paid if occurring during regular working hours.

HEALTH AND WELFARE SERVICES

Halton Regional Municipality, Halton Centennial Manor at Milton - Local 261, Ontario Public Service Employees (NUPGE) (CLC) (full-time and part-time service employees): A 22-month renewal agreement effective from August 14, 1991* to May 29, 1993, with wages retroactive to May 30, 1991, covering 250 employees, settled at the bargaining stage and ratified in July 1991. Duration of negotiations - 1 1/2 months.

* Previous agreement expired May 29, 1991.

Wages:	Effective	<u>May 30/91</u>	<u>Jan. 1/92</u>	<u>May 30/92</u>
General Increases		4.75%		4.25%
Pay Equity Adjustments			36¢-52¢ for certain classifications	
Additional Adjustments		Recreation Co-ordinator classification deleted. Restructuring of wage schedule.		
Housekeeper		\$10.61-\$11.29 (\$9.77-\$10.54)		\$11.06-\$11.77
RNA (\$11.24-\$12.04)		\$12.42-\$13.21	\$12.89-\$13.71	\$13.43-\$14.29
RNA Meds		\$13.81-\$14.69 (\$12.54-\$13.52)	\$14.33-\$15.24	\$14.93-\$15.88

Previous rates for RNA and RNA Meds include pay equity adjustments during the previous agreement.

Maximum rates are reached after 18 months.

The following provisions are effective August 14, 1991, unless stated otherwise.

Attendance Bonus (full-time) (new):	Employee receives \$100 after tax bonus for achieving perfect attendance from August 1, 1991 to December 31, 1991, and \$250 for perfect attendance in each of the calendar years 1991 and 1992.
Lead Hand Premium (new):	75¢ per hour.
Paid Vacation (full-time):	4 weeks after 9 (10) years of service. Effective May 30, 1992, 6 after 24 (25).
Vacation Pay (part-time):	8% after 18,000 (20,000) hours worked.
Paid Union Leave:	Paid leave for 4 employees to attend meetings for the purpose of negotiating the collective agreement up to and including conciliation (mediation).
Health and Welfare:	<u>LTD</u> - Effective August 1, 1991, employer pays 60% (50%) of premium costs.

Semi-Private Hospitalization and Drugs - Effective May 30, 1992 annual deductibles of \$10 for single coverage (unchanged) and \$20 for family coverage (new).

Vision - Effective May 30, 1992, maximum claim is \$125 (\$100) every 2 years with annual deductibles of \$10 for single coverage (unchanged) and \$20 for family coverage (new).

Dental - Effective September 1, 1991, coverage is based on the 1990 ODA fee schedule. Employer pays 90% of premium costs for Blue Cross Plan #9 plus coverage providing 50%-50% co-insurance for dentures. Maximum lifetime claim for dentures is \$1,500. (Previously, employer paid 100% of premium costs for only Blue Cross Plan #9 based on the 1989 ODA fee schedule.) Effective May 30, 1992, coverage is based on the 1991 ODA fee schedule. Plan is extended to provide 50%-50% co-insurance for orthodontic services. Maximum combined lifetime claim for dentures and orthodontic services is \$1,500 per person.

Continuation of Benefits During Pregnancy/Parental Leave - Employer continues to share premium costs for Life Insurance, Semi-Private Hospitalization, Drugs, Vision and Dental Plan during the first 17 weeks of pregnancy leave or during the first 18 weeks of parental leave (new).

Payment in Lieu of Fringe Benefits (part-time): 6.5% (6%) of straight time rate. Effective May 30, 1992, 7.5%.

Job Training Allowance: Employee receives regular pay while voluntarily attending a staff education session provided by the employer outside regular working hours (new). Employee receives time and one-half when required to attend such sessions outside regular working hours (new).

LOCAL ADMINISTRATION

Kingston City Corporation - Local 109 Canadian Union of Public Employees (CLC)
(inside and outside employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 500 employees, settled with mediation assistance and ratified in July 1991. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 1/91	Jan. 1/92
	General Increases	5%	5%
	Pay Equity Adjustments	*	

RIDEAUCREST HOME

Maid	\$12.64-\$13.21	\$13.27-\$13.87
0-24 months	(\$11.32-\$11.86)	

R.N.A.	\$13.74-\$15.51	\$14.43-\$16.29
0-48 months	(\$12.37-\$14.05)	

INSIDE EMPLOYEES

Group 4 (Includes Typist 1)	\$13.72-\$14.83 (\$11.648-\$12.706)	\$14.41-\$15.57
0-24 months		

Group 13-9 (Includes Planner 1)	\$18.75-\$21.86 (\$17.859-\$20.819)	\$19.69-\$22.95
0-48 months		

OUTSIDE EMPLOYEES

Labourer	\$14.39 (\$13.70)	\$15.11
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Licensed Mechanic "A"	\$16.82 (\$16.02)	\$17.66
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Previous rates for Maid, Typist I and RNA, reflect a 32¢ pay equity adjustment during the previous agreement.

* Included in the 1991 rates. Specific amounts unavailable.

Shift Premium: 0-60¢-60¢ (0-55¢-55¢). Effective January 1, 1992, 0-65¢-65¢.

Weekend Premium: 65¢ (60¢) per scheduled hour worked on Saturday and 90¢ (85¢) per scheduled hour worked on Sunday.

Skilled Trades
Premium (new): \$1 per hour.

Dirty Work
Premium: Effective January 1, 1992 30¢ (25¢) per hour.

Standby Pay: Rideaucrest Home (Maintenance Dept.) (new) - \$10 per day.

Paid Vacation: Effective January 1, 1992, 5 weeks after 16 (17) years of service.

Paid Maternity
Leave: Effective June 11, 1991 maximum 15 weeks at the difference between 75% of salary and the UIC benefit (new).

Health and
Welfare: LTD - Effective January 1, 1992, benefit payable on 1st day after 17 weeks (6 months) of disability for 1st 2 years of disability.

Vision - Effective on July 22, 1991, \$135 (\$120) every 2 years. Effective January 1, 1992, \$150.

Dental - Coverage is based on the 1990 (1989) ODA fee schedule. Effective January 1, 1992, coverage is based on the 1991 ODA fee schedule. Employer pays 75% (66 2/3%) of premium costs for the Blue Cross Plan No. 9 or equivalent.

Ministry of Labour



Industrial Relations Division
Office of Collective Bargaining Information

COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO

SEPTEMBER 1991



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in September 1991. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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Bruce County Board of Education, Chesley	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	434
Bruce County Board of Education, Chesley	Ont. Secondary School Teachers' Fed. (Ind.)	412
Canadian Shipbuilding and Engineering Ltd., Port Weller Dry Docks Div., St. Catharines	Boilermakers (AFL-CIO/CFL)	437
Elgin City Board of Education, St. Thomas	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	435
Grant Forest Products Corp., Englehart	Cdn. Paperworkers (CLC)	403
Hastings County Board of Education, Belleville	Ont. Secondary School Teachers' Fed. (Ind.)	413
Huron County Board of Education, Clinton	Ont. Secondary School Teachers' Fed. (Ind.)	414
Inter-City Products, KeepRite Inc., Brantford	KeepRite Workers (Ind.)	405
Lac Minerals Ltd. Macassa Div., Kirkland Lake	United Steelworkers (AFL-CIO/CLC)	400
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Lincoln County Board of Education, St. Catharines	CUPE (CLC) (office, clerical and technical empls.)	415
London City Board of Education	Ont. Public School Teachers' Fed. (elementary school occasional teachers)	416
MTD Products Ltd., Kitchener	Cdn. Auto Wkrs. (CLC)	405
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Peel Regional Police Services Board, Brampton	Police Assn. (Ind.) (civilian empls.)	428
Penmans Inc., Cambridge	Clothing and Textile Wrks. (AFL-CIO/CLC)	433
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Teachers' Fed. (Ind.)	417
Peterborough County Board of Education	CUPE (CLC) (office, clerical and technical, and caretaking and maintenance empls.)	418
Renfrew County Board of Education, Pembroke	Ont. Public School Teachers' Fed. (Ind.) (elementary occasional teachers)	420
Renfrew County Roman Catholic Seperate School Board, Pembroke	Ont. English Catholic Teachers' Assn. (Ind.) and Assn. des Enseignants et des Enseignantes Franco-Ontariens (Ind.)	420
Rio Algom Ltd., Elliot Lake	United Steelworkers (AFL-CIO/CLC) (production/maintenance and office/technical empls.)	400
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ind.)	421
Toronto City Corp.	Intl. Fire Fighters (AFL-CIO/CLC)	429
Toronto Cloak Manufacturers' Assn.	Ladies Garment Wrks. (AFL-CIO/CLC)	402
Toronto Public Library Board	CUPE (CLC) (full-time and part-time librarians, office and clerical empls.)	425

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Toronto Transit Commission	CUPE (CLC) (electrical and technical empls.)	409
Treasury Board of Canada	Professional Institute (Ind.) (engineering and land survey group)	426
University of Waterloo	CUPE (CLC) (plant operations and food service empls.)	423
Walbar Canada Inc., Mississauga	United Steelworkers (AFL-CIO/CLC)	406
Waterloo Regional Police Services Board	Police Assn. (Ind.) (uniform police officers)	431
York City Corp. and York City Board of Health	CUPE (CLC) (clerical and health empls.)	436
York Region Board of Education, Aurora	Ont. Secondary School Teachers' Fed. (Ind.)	422
York University, Toronto	York University Staff Assn. (CCU) (office, clerical, laboratory and technical empls.)	424

MINES

Lac Minerals Limited, Macassa Division at Kirkland Lake - Local 4584, United Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from July 5, 1991 to July 4, 1992, covering 257 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 5/91</u>	<u>Jan. 1/92</u>
	General Increases	5.53%	10¢
	Gold Adjustment Fold-in	25¢	
	Mill Labour	\$16.36 (\$15.25)	\$16.46
	Miner Class I	\$17.93 (\$16.74)	\$18.03
	Electrical & Mechanical Technician	\$19.83 (\$18.54)	\$19.93
Gold Adjustment:	1¢ per \$1 increase in the price of gold above the base of \$425 (\$400) Canadian per ounce. Adjusted monthly. Capped at \$575 (\$550). (Basic formula is unchanged.)		
Shift Premium:	0-30¢-40¢ (0-25¢-35¢). 30¢ (25¢) per hour for the 7 p.m. to 3 a.m. shift and 0-35¢ (0-30¢) for 12 hour shift employees.		
Underground Premium (new):	25¢ per hour worked for skilled trades surface employees required to work underground.		
Sunday Premium:	\$1.05 (\$1) per hour worked.		
Health and Welfare:	<u>LTD</u> - Benefit is \$950 (\$900) per month. <u>Dental</u> - Coverage continues to be based on the current year's ODA fee schedule.		
Pension Plan:	<u>Basic Benefit</u> - \$20 (\$19) per month per year of future service, and \$20 per month per year of past service for 1988, 1989 and 1990. (Previously \$17, \$17 and \$19 respectively.) \$15 per month per year of service prior to 1987 (unchanged).		

Rio Algom Limited at Elliot Lake - Locals 5417 and 5980, United Steelworkers (AFL-CIO/CLC) (production/maintenance and office/technical employees): Two 36-month renewal agreements effective from September 2, 1991 to September 1, 1994, covering 455 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 2/91</u>	<u>Sept. 1/92</u>	<u>Sept. 1/93</u>
General Increases		10¢	10¢	10¢
COLA Fold-in		82¢		
<u>Office/Technical</u>				
<u>Monthly Rates</u> 40 hours per week				
Typist		\$3,003 (\$2,844)	\$3,020	\$3,037
Instrument Technician I		\$3,701 (\$3,542)	\$3,718	\$3,735
<u>Production/Maintenance</u>				
<u>Hourly Rates</u>				
Labourer Job Class 3		\$18.08 (\$17.16)	\$18.18	\$18.28
Electrician Job Class 20		\$21.31 (\$20.39)	\$21.41	\$21.51

COLA: 1¢ per 0.35 point increase in the CPI - 1961=100, using the July 1991 index as the base. Adjusted quarterly and folded in annually. (Basic formula is unchanged.)

Shift Premium: 0-50¢-70¢ (0-25¢-30¢).

Health and Welfare: Weekly Indemnity - Office/Technical - Benefit is 66.7% of Typist classification rate or UIC benefit whichever is greater (unchanged).

Weekly Indemnity - Production/Maintenance - Benefit is 66.7% of Job Class 1 rate or UIC benefit whichever is greater (unchanged).

Dental - Effective January 1, 1992, coverage is based on the 1989 (1987) ODA fee schedule. Effective January 1, 1993 and 1994, the 1990 and 1991 ODA fee schedules respectively.

Pension Plan: Basic Benefit - \$37 (\$28) per month per year of service, and \$26.50 (\$22) per month per year of service with a predecessor employer to a maximum of 35 years.

Early Retirement - Employee aged 55 with 20 years of service may retire with an actuarially reduced benefit, reduced by 3% (5%) per year of service under age 62, in addition to Bridging Benefit.

Bridging Benefit - \$24 (\$18) per month per year of service, and \$15 (\$12) per month per year of service with a predecessor employer. Payable to age 65.

Pension Indexing (new) - Indexing for basic benefit based on 50% of the increase in the CPI to a maximum of 10% per year. Adjusted January 1, of each year for the previous September 1, to August 31, period. Indexed from age 65 or from 3 years after early retirement.

Meal Allowance: \$8 (\$6) after 2 hours of overtime.

Union Education Fund: Employer Contribution - \$1,000 (\$2,000) per year for office and technical employees and \$7,500 (\$15,000) per year for production and maintenance employees.

Contracting Out: Joint union/management committee established. Consisting of 4 bargaining unit employees and 3 management employees to review work involved in any proposed contract and to evaluate and ensure the alternative of using bargaining unit employees (new).

Severance Pay: 5 days' pay per year of service for employee with 12 months of service, laid-off for reasons other than technological change. (Previously, 2 days' pay per year of service or 5 days' pay whichever is greater.)

CLOTHING

Toronto Cloak Manufacturers' Association - Locals 14, 83 and 92, Ladies Garment Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1991 to June 30, 1993, covering 230 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/91</u>	<u>July 1/92</u>
	General Increases	3%	3%
	<u>Minimum Wage Scale - Craft</u>		
	General Hand	\$6.46 (\$6.27)	\$6.65
	Skilled Cutter/ Presser	\$9.62 (\$9.34)	\$9.91

Health and Welfare: Employer Contribution - 2% (3%) of gross wages to the Cloakmakers Health and Welfare Fund.

Weekly Indemnity - Benefit is \$120 (\$90).

Vision - Maximum claim is \$90 (\$55) per year.

Drug - Maximum claim is \$650 (\$400) per year.

Dental - Coverage is based on 1991 (1988) ODA fee schedule.
Maximum claim is \$500 (\$250) per year.

Pension Plan: Current Retirees - Benefit is \$140 (\$135) per month. Effective January 1, 1992, \$145.

WOOD

Grant Forest Products Corp. at Englehart - Local 99, Canadian Paper workers (CLC)*: A 24-month renewal agreement effective from September 15, 1991 to September 15, 1993, with wages retroactive to April 26, 1990, covering 250 employees, settled by arbitration. Duration of negotiations - 14 months.

* Previously, Grant Forest Products Employees' Association (Ind.).

Wages:	Effective	<u>Apr. 26/90</u>	<u>Sep. 15/91</u>	<u>Mar. 15/92</u>
General Increases		30¢	30¢	30¢
Skill Trades Adjustment			30¢	
Labourer		\$12.18 (\$11.88)	\$12.48	\$12.78
Electronic Specialist		\$15.53 (\$15.23)	\$16.13	\$16.43
		<u>Sep. 15/92</u>	<u>Mar. 15/93</u>	
General Increases		45¢	65¢	
Skilled Trades Adjustment		50¢		
Labourer		\$13.23	\$13.88	
Electronic Specialist		\$17.38	\$18.03	

Shift Premium: (0¢-10¢-15¢) 0-15¢-20¢. Effective January 1, 1992, 0-20¢-25¢.

12-Hour Shift - 20¢ (15¢) per hour for all hours worked between 8 p.m. and 8 a.m. Effective January 1, 1992, 25¢.

Health and Welfare: Weekly Indemnity - Benefit is payable on a 1/1/4/39 (1/1/4/26) basis. Effective September 15, 1992, payable on a 1/1/4/52 basis.

LTD (new) - Effective January 1, 1992, employer pays 100% of premium costs. Further details of plan unavailable.

PRIMARY METAL

Benn Iron Foundry Limited at Wallaceburg - Local 251, United Auto Workers (AFL-CIO): A 36-month renewal agreement effective from September 1, 1991 to August 31, 1994, covering 325 employees, settled at the bargaining stage. Duration of negotiation - 2 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Oct. 1/92</u>	<u>Oct. 7/93</u>
COLA Fold-in		\$1.39		
General Increases			10¢	10¢
Additional Adjustments				20¢ for Maintenance Level 2, 25¢ for Level 3 and 35¢ for Pattern and Tool Repair
Labour Light		\$13.95 (\$12.56)	\$14.05	\$14.15
Maintenance Level 3		\$15.48 (\$14.09)	\$15.58	\$15.93

Start Rate - 15% below regular job rate for designated classification. (Previously, all new employees received 10% below current base labour rate, with employees classified other than labour receiving the rate for their classification, less the new hire differential, after 60 days.)

COLA:	1¢ per 0.4 point change in the CPI - 1971=100, using the May 1991 index as the base. Adjusted quarterly. (Basic formula is unchanged.)
Paid Rest Periods:	Employee receives one 10-minute rest period in the first half of the shift (unchanged), and a 20 minute paid lunch period in the second half of the shift. (Previously, employee working an 8 1/2 hour in-plant shift received a 10-minute break in each half of the shift, and when working an 8 hour in-plant shift received a 10-minute break in the first half, and a 25-minute lunch break in the second half.)
Jury Duty/ Crown Witness Leave:	Employee scheduled on a 3rd shift who appears in court past 12 p.m. receives 8 hours pay less any shift premium (new).

Health and Welfare: Life Insurance and AD & D - Benefit is \$16,000 (\$15,000). Effective September 1, 1992 and 1993, \$17,000 and \$18,000 respectively.

Vision - Effective September 1, 1993, maximum claim is \$125 (\$100) per person every 2 years.

Pension Plan: Basic Benefit - Effective September 1, 1992, \$14 (\$13) per month per year of service. Effective September 1, 1993, \$15.

Tool Allowance: Effective September 1, 1992, \$130 (\$120) per year for maintenance employees. Effective September 1, 1993, \$140.

Safety Shoe Allowance: Benefit is \$45 (\$40) paid a maximum 1 or 2 times in a 12 month period, depending on classification. Effective September 1, 1992, \$50.

MACHINERY

MTD Products Limited at Kitchener - Local 1524, Canadian Auto Workers (CLC): A 12-month extended agreement effective from September 15, 1991 to September 14, 1992, covering 310 employees, settled at the bargaining stage. Duration of negotiations - 6 weeks.

Wages: Effective Sept. 15/91

No increase in rates that were in effect at the expiry of the previous agreement.

Hourly Rates

Order Picker- \$9.35
Parts Dept. (\$9.35)

Tool & Die Maker \$17.00-\$17.85
(\$17.00-\$17.85)

Maximum rate for Tool and Die Maker is reached after 255 days.

Inter-City Products, KeepRite Inc. at Brantford - KeepRite Workers (Ind.): A 60-month renewal agreement effective from October 1, 1991 to September 30, 1996, covering 430 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages: Effective Oct. 1/91 Oct. 1/93
General Increase 4%

Additional Adjustments	Restructuring of the wage schedule to 2 (9) wage groups; Incentive Rates eliminated	
Group 2	\$14.79	\$15.38
Group 1	\$16.86	\$17.53
Effective	<u>Oct. 1/94</u>	<u>Oct. 1/95</u>
General Increases	4%	5%**
Group 2	\$16.00	\$16.80
Group 1	\$18.23	\$19.14

** Additional increase to equal percentage increase in the CPI for the previous year. Triggered at 5%.

Maximum rates are reached on merit.

COLA Provision: \$1.12 COLA generated prior to 1984 continues to float. (Formula deleted in 1984.)

Health and Welfare: Dental - Effective October 1, 1993, coverage is based on the 1991 (1989). Effective October 1, 1994 and 1995, the 1992 and 1993 ODA fee schedules respectively.

TRANSPORTATION EQUIPMENT

Walbar Canada Inc. at Mississauga - Local 9236, United Steelworkers (AFL-CIO/CLC):

A 36-month renewal agreement* effective from July 1, 1991 to June 30, 1994, covering 236 employees, settled with mediation assistance. Duration of negotiations - 4 months.

* Previously, 2 collective agreements.

Wages:	Effective	<u>July 1/91</u>	<u>July 1/92</u>	<u>July 1/93</u>
General Increases	4.5%		4%	4%
Group 1 (includes Shipper)	\$10.76-\$11.08 (\$10.30-\$10.60)	\$11.19-\$11.52	\$11.64-\$11.98	
Group 10 (includes Toolmaker)	\$18.39 (\$17.60)	\$19.13	\$19.90	

Maximum rate for Group 1 is reached after 12 months.

Safety Shoe Allowance: \$45 (\$30) per year. Effective July 1, 1992, \$60.

Safety Prescription Glasses: Maximum \$100 every 2 years. (Previously, \$50 per year.)

Technological Change (new): Union receives advance notice of the installation of new equipment if this results in lay-offs. Employer provides training for employee in new techniques and operations where feasible.

TRANSPORTATION

Overland Express, Kingsway Transports Limited, Cabano Transport Inc. and Inter-City Truck Lines (Canada) Inc., Freight and Maintenance Divisions, system-wide - Locals 91, 141, 879, 880 and 938 Teamsters (AFL-CIO) (drivers, dock, garage and maintenance employees): Eight 36-month renewal agreements* effective from October 1, 1991 to September 30, 1994, covering 2,000 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

* Previously, 2 collective agreements for Motor Transport Industrial Relations Bureau of Ontario (Inc.), General Freight and Maintenance Divisions, representing the above companies.

Wages:	Effective	<u>Oct. 1/92</u>	<u>Oct. 1/93</u>
General Increases		50¢	75¢
<u>Maintenance</u>			
Unskilled Classification		\$16.99 (\$16.49)	\$17.74
Skilled Classification No. 1		\$19.16 (\$18.66)	\$19.91
<u>Freight</u>			
Dockman		\$16.69-\$16.74 (\$16.19-\$16.24)	\$17.44-\$17.49
Driver		\$16.79-\$16.84 (\$16.29-\$16.34)	\$17.54-\$17.59

Maximum rates for Dockman and Driver are reached after 60 days of employment.

Mileage Rates - Effective October 1, 1992, increased by 1¢ per mile. Effective October 1, 1993, increased by a further 1.5¢ per mile.

COLA: 10¢ per hour worked or 0.25¢ per mile driven per 1% increase in the CPI - 1981=100, using the September index as the base in each year of the agreement. Triggered at 5%. Calculated and paid monthly as a lump sum. Total payments made during the first and second year, each divided by 12, will be folded into the base rates October 1, 1992 and October 1, 1993. (Basic formula is unchanged. Formula did not trigger.)

Health and Welfare: Employer Contribution - \$188 (\$178) per month per employee. Effective October 1, 1992 and 1993, \$203 and \$213 respectively.

Pension Plan: Employer Contribution - \$275 (\$260) per month per employee to a joint trustee fund. Effective October 1, 1992 and 1993, \$285 and \$300 respectively.

Toronto Transit Commission*, - Local 113, Transit Union (AFL-CIO/CLC) (drivers, operators, clerks and maintenance employees): A 24-month renewal agreement effective from July 1, 1991 to June 30, 1993, covering 8,000 employees, settled with mediation assistance following a work stoppage. Duration of negotiations - 5 months.

* Previously, included Grey Coach Lines.

Wages:	Effective	<u>July 1/ 91</u>	<u>July 1/92</u>
General Increases		4.95%	4.75%*
Additional Adjustments		Minor restructuring of wage schedule	
Wage Group 2 (includes Labourer)		\$14.48-\$16.81 (\$13.80-\$16.02)	\$15.17-\$17.61
Wage Group 6 (Includes Operator and Driver)		\$16.03-\$19.25 (\$15.27-\$18.34)	\$16.79-\$20.16
Wage Group 10 (includes Master Plumber)		\$19.34-\$22.47 (\$18.43-\$21.41)	\$20.26-\$23.54

Maximum rates are reached after 1 year.

* Conditional Wage Reopener if the Toronto CPI increases by more than 6.25% above the June 1992 index.

Shift Premium: 0-50¢-50¢ (0-45¢-45¢) per hour for all hours worked between 1 p.m. and 1 a.m. plus an additional \$4 (\$3.60) per complete shift for operators. Effective July 1, 1992, 0-52¢-52¢ and \$4.16 respectively.

Bereavement Leave: 1 day's paid leave to attend funeral of grandchild. (new).

Paid Leave: 1 day's paid leave prior to commencement of maternity leave (new).

Health and Welfare: LTD - Additional \$50 per month for employee in receipt of benefits prior to July 1, 1991, to a maximum benefit of \$2,500 (unchanged).

Dental - Employer pays 50% of premium costs for fixed bridgework with a maximum annual claim of \$1,000 per person (new). Coverage continues to be based on the current year's ODA fee schedule.

Eligibility - Full benefit coverage on the first of the month following 6 (12) months of accumulated service for maintenance employees.

Safety Shoe Allowance: \$75 (\$68) per contract year. Effective July 1992, \$80.

Toronto Transit Commission - Local 2, Canadian Union of Public Employees (CLC) (electrical and technical employees): A 24-month renewal agreement effective from April 1, 1991 to March 31, 1993, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Apr. 1/92</u>
	General	4.95%	4.75%*
	Increases		
	Wage Group 3 (includes Truck Driver)	\$14.80-\$17.26 (\$14.10-\$16.45)	\$15.50-\$18.08
	Wage Group 10 (includes Electrician Grade 1)	\$22.08-\$22.65 (\$21.04-\$21.58)	\$23.14-\$23.73
	Wage Group 12 (includes C.I.S. Technician Grade 1)	\$23.31-\$23.91 (\$22.21-\$22.78)	\$24.42-\$25.05

* Conditional Wage Reopener if the Toronto CPI increases by more than 6.25% above the March 1992 index.

Shift Premium: 50¢ (45¢) per hour for all hours worked between 1:00 p.m. and 1:00 a.m.. Effective April 1, 1992, 52¢.

Bereavement Leave: Effective September 12, 1991, 1 day's paid leave to attend funeral upon death of a grandchild (new).

Paid Maternity Leave: Effective September 12, 1991, 1 day's paid leave prior to commencement of maternity leave (new). Eligibility is 1 year of service.

Health and Welfare: Dental - Coverage continues to be based on the current year's ODA fee schedule. Effective January 1, 1992, coverage is extended to include fixed bridgework under major restorative services, with 50%-50% co-insurance and a maximum lifetime claim of \$1,000 per person (unchanged).

Pension Plan: Early Retirement - Effective September 12, 1991, benefit reduced by 5% per year of retirement for employees electing early retirement with a reduced benefit. (Previously, reduction varied depending on length of service.)

Safety Shoe Allowance: Maximum \$75 (\$68) per contract year for designated employees. Effective April 1, 1992, \$80.

Toronto Transit Commission, Wheel-Trans Division - Local 113, Transit Union (Intl.) (AFL-CIO/CLC) (operators): A 24-month renewal agreement effective from July 1, 1991 to June 30, 1993, covering 285 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/91</u>	<u>July 1/92</u>
	General Increases	4.95%	4.75%*
	Driver	\$16.03-\$19.25	\$16.79-\$20.16
	0-1 year	(\$15.27-\$18.34)	

* Conditional Wage Reopener if the Toronto CPI increases by more than 6.25% above the June 1992 index.

Other changes are similar to those reported for Toronto Transit Commission and Local 113, Transit Union above.

RETAIL TRADE

National Grocers Co. Ltd. at Mississauga - Local 1000A, Food and Commercial Workers (AFL-CIO/CLC) (warehouse, advertising and office employees): A 24-month renewal agreement effective from May 1, 1991 to April 30, 1993, with wages retroactive to April 28, 1991, covering 600 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Apr. 28/91</u>	<u>Sept. 22/91</u>	<u>Apr. 26/92</u>
	Increases	\$1*		\$1*
	Additional Adjustments	Some classifications deleted; increment adjustments for part-time employees	20¢ per hour for Receiver-Checker, Section Leader, and Truck Control Board Operator	

Warehouse
Department

Warehouse Clerk A Days	\$13.09-\$19.39 (\$12.59-\$18.39)	\$13.59-\$20.39
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Receiver-Checker Days	\$19.52 (\$18.52)	\$19.72	\$20.72
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Advertising
and Duplicating
Department

Photo-Typesetter Keyboard Operator Days	\$12.87-\$20.08 (\$12.37-\$19.08)	\$13.37-\$21.08
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Artwork Co-ordinator Days	\$13.37-\$21.09 (\$12.87-\$20.09)	\$13.87-\$22.09
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Office
Employees

Order Clerk	\$12.36-\$18.76 (\$11.86-\$17.76)	\$12.86-\$19.76
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Inventory Control Clerk	\$13.12-\$19.44 (\$12.62-\$18.44)	\$13.62-\$20.44
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* Increases are pro-rated from 50¢ on start rates to \$1 on maximum rates.

Maximum rate for Artwork Co-ordinator is reached after 18 months, and for other classifications listed above, after 1 year.

Premium Pay (part-time): 40¢ per hour for all regular hours worked in a week in which part-time employee is scheduled to work more than 24 hours (new).

Reporting Pay (part-time): Minimum 4 hours' pay at the regular rate for employees reporting for work without being notified in advance that no work is available (new).

Holiday Pay (part-time): Part-time employee receives holiday pay based on 8 hours at regular rate plus the 40¢ premium for statutory holiday that occurs in a week in which employee is scheduled to work more than 24 hours (new).

Paid Holidays (part-time): 4 hours' paid leave on each of the last scheduled work days before Christmas Day and New Year's Day. (Previously, applied only to full-time employees).

Technological Change: Advertising department employees are provided with training on the operation of best information technology in order to perform their current job function (new).

EDUCATION AND RELATED SERVICES

Bruce County Board of Education at Chesley - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sep. 1/91</u>
	General Increase	6.9%
	Teacher-Category I	\$28,745-\$49,789
	0-11 years	(\$26,890-\$46,575)
	Teacher-Category IV	\$34,390-\$62,887
	0-11 years	(\$32,170-\$58,828)
	Vice Principal	\$73,336-\$75,764
	0-2 years	(\$68,602-\$70,874)
	Principal	\$79,955-\$84,803
	0-3 years	(\$74,794-\$79,330)

Previous rates reflect a 4.8% increase effective September 1, 1990.

Responsibility Allowances: Increased in accordance with the general salary increase.

Extra Degree Allowances: Increased in accordance with the general salary increase.

Bereavement Leave: One half day deducted from sick leave and one-half day without pay to attend the funeral of friend (previously, 1 day without pay). 3 days' paid leave plus reasonable travel time upon death of immediate family member and 1 day plus reasonable travel time for close relative. (Previously, deducted from sick leave).

Paid Sick Leave: 2 days per month (unchanged) to a maximum accumulation of 240 (220) days.

Health and Welfare: Vision - Maximum claim is \$175 (\$150) every 2 years.

Dental - Employer pays 85% (80%) of the premium costs. Coverage is based on 1988 (1987) ODA fee schedule.

Travel Allowance: \$100 (\$90) per course if distance travelled exceeds 32 kilometres and course is equivalent to 4-week Ministry of Education or University course.

Professional Development Fund: Effective January 1, 1992, \$32,070 (\$30,000) per calendar year.

Hastings County Board of Education at Belleville - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 497 employees, settled at the bargaining stage. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Feb. 1/92</u>
	Increases	5.3%*	0.4%
Teacher-Category 1 0-11 years		\$30,841-\$49,724 (\$29,296-\$47,232)	\$30,964-\$49,923
Teacher-Category 4 0-12 years		\$37,851-\$63,147 (\$35,954-\$59,983)	\$38,002-\$63,400
Vice Principal 0-3 years		\$72,552-\$75,129 (\$68,916-\$71,365)	\$72,842-\$75,430
Principal 0-3 years		\$79,827-\$84,637 (\$75,827-\$80,397)	\$80,146-\$84,976

Previous rates reflect 0.45% increase resulting from a conditional wage adjustment during the previous agreement.

* 5.7% for Continuing Education rates which did not receive 0.45% conditional increase during the previous agreement.

Responsibility Allowance: \$1,628 (\$1,525) per Unit of Administrative Strength.

Bereavement Leave: Summer School - Up to 2 days' paid leave upon death of immediate family and 1 day for death of personal friend (new).

Paid Maternity/Adoption Leave: Wages equivalent to 75% (50%) of UIC benefit for the 2 week waiting period.

Paid Sick Leave: Summer School - 2 days per credit course taught with a maximum accumulation of 230 days for contracted employee. (new).

Health and Welfare: Vision - Employer pays 100% (75%) of the premium costs.

Dental - Employer pays 65% (25%) of the premium costs for orthodontic services for a lifetime maximum benefit of \$3,000 (\$1,500). Employer pays 65% (40%) of the premium costs for restorative services.

Huron County Board of Education at Clinton - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 271 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Aug. 31/92</u>
	General Increases	5.5%	*
	Teacher-Category 1 0-10 years	\$28,852-\$49,342 (\$27,348-\$46,770)	
	Teacher-Category 4 0-10 years	\$34,623-\$62,415 (\$32,818-\$59,161)	
	Vice Principal 0-2 years	\$67,999-\$73,378 (\$64,454-\$69,553)	
	Principal 0-2 years	\$76,342-\$83,032 (\$72,362-\$78,703)	

Previous rates reflect 5.966% increase during the previous agreement.

* Increase to equal the percentage increase in the CPI - 1986=100 (1981=100) from April 1991 to April 1992, triggered at 4.75% and capped at 5.75%. Adjusted rates will be used as the basis for future negotiations. No payout in this agreement.

Annual
Responsibility
Allowances:

Increased by 3%.

Health and
Welfare:

Dental - Effective October 1, 1991, coverage is based on the 1989 (1988) ODA fee schedule. Effective April 1, 1992, the 1990 ODA fee schedule.

Staff
Improvement
Plan:

Employer Contribution - Effective January 1, 1992, \$75,265 (\$73,073).

Course Allowances - \$400 (\$300) for courses approved by principal.

Lincoln County Board of Education at St. Catharines - Local 152, Canadian Union of Public Employees (CLC) (full-time and part-time maintenance, caretaking, bus drivers and cafeteria employees): Two 24-month renewal agreements effective January 1, 1991 to December 31, 1992, covering 348 employees, settled at the post mediation bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	5.25%	5.5%

Additional
Adjustments 27¢ per hour for
Maintenance employees

Annual Rates

Labourer	\$28,471-\$28,781 (\$26,517-\$26,811)	\$30,037-\$30,364
Caretaker	\$28,916-\$29,246 (\$27,474-\$27,787)	\$30,506-\$30,855
Master Mechanic	\$35,386-\$35,735 (\$33,087-\$33,419)	\$37,332-\$37,700

Maximum rates are reached after 1 year.

Responsibility Allowances (Head Caretaker): Effective in 1991, \$885-\$1,422 (\$635-\$1,172) for elementary schools and \$1,625-\$2,104 (\$1,375-\$1,854) for secondary schools.

Paid Personal Leave (full-time): 1 day (4 hours) per month for July and August for all caretaking and maintenance employees. Effective December 23, 1991, 1 additional day.

Bereavement Leave: Up to 4 (3) days' paid leave upon death of step-child and step-parent and 1 day for niece or nephew (new).

Special Leave (new): 1 day's paid leave per year for serious personal reasons.

Health and Welfare (full-time employees): Dental - Effective September 22, 1991, coverage is based on 1991 (1989) ODA fee schedule.

Continuation of Benefits - Benefits will be maintained for Bus Drivers on lay-off during July and August (new).

Safety Shoe Allowance (full-time): Maximum \$75 (\$65) per year.

Lincoln County Board of Education at St. Catharines - Local 1442, Canadian Union of Public Employees (CLC) (office and technical employees): A 24-month renewal agreement effective January 1, 1991 to December 31, 1992, covering 240 employees, settled with mediation assistance. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	5.25%	5.5%
	Additional Adjustment	Grid restructuring for Assessment Counsellors	

Bi-Weekly Rates

35 hours per week

Level 2 (includes Mail Clerk) 0-2 years	\$775.64-\$847.69 (\$736.95-\$805.41)	\$818.30-\$894.32
Assessment Counsellor Psychometrist 0-5 (4) years*	\$1,700.70-\$2,151.53 (\$1,547.22-\$1,829.44)	\$1794.23-\$2,372.05

* Effective January 1, 1992, 0-6 years.

Health and
Welfare:

Life Insurance for Retirees - Benefit is \$3,000 (\$2,000).

Dental - Coverage continues to be based on the current year's ODA fee schedule.

London City Board of Education - Ontario Public School Teachers' Federation (Ind.)
(elementary school occasional teachers): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 490 employees, settled at the bargaining stage.
Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/91</u>
	General Increase	6.42%
	<u>Daily Rates*</u>	
	Casual Occasional Teacher	\$140.00 (\$131.55)
	Continuing Occasional Teacher**	
	Category A0*** 0-10 years	\$140.00-\$215.00
	Category A1 0-10 years	\$143.00-\$240.50 (\$133.52-\$224.62)
	Category A4 0-10 years	\$174.00-\$317.00 (\$163.37-\$297.57)

* Daily rates include 4% vacation pay.

** Increase in maximum rates include a daily allowance for each year of experience.

*** New Category, replaces Category D, 0-9 years.

NOTE: Continuing Occasional Teacher is a teacher who is employed for a period beyond 10 days in the same assignment.

Peel Board of Education at Mississauga - Ontario Secondary School Teachers'

Federation (Ind.): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 2,500 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>	<u>Sept. 1/92</u>
General Increases		3%	2.8%	4.9%*
Teacher-Level 1 0-10 years		\$28,980-\$52,511 ((\$28,136-\$50,981))	\$29,791-\$53,981	\$31,251-\$56,626
Teacher-Level 4 0-11 years		\$36,039-\$61,923 ((\$34,989-\$60,119))	\$37,048-\$63,657	\$38,864-\$66,776
Vice Principal and Co-ordinator 0-3 years		\$68,543-\$74,201 ((\$66,547-\$72,040))	\$70,462-\$76,279	\$73,915-\$80,017
Principal 0-3 years		\$78,623-\$83,979 ((\$76,333-\$81,533))	\$80,824-\$86,330	\$84,784-\$90,560

* Additional increase to equal the percentage increase in the Ontario CPI - 1986=100, from April 1992 to April 1993. Triggered at 4.9%, capped at 6.9% and folded into the September 1993 wages.

Lump Sum Payment: \$500 per employee on staff between September and December 1991. Pro-rated for part-time employee.

Responsibility and Degree Allowances: Increased by 3%. Effective January 1 and September 1, 1992, increased by 2.8% and 4.9% respectively.

Paid Adoption Leave: 2 days' leave for adoption of a child for Continuing Education Teacher (new).

Health and Welfare: Life Insurance - Effective September 1, 1992, benefit is \$50,000 (\$25,000).

Peterborough County Board of Education - Federation of Women Teachers'

Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 700 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Apr. 1/92</u>	<u>Sept. 1/92</u>
General Increases		5%	3.156%	4.3%*
Pay Equity Adjustments		Categories 1, 2 and 3 replaced with Category A		
Teacher Category 4 0-12 years		\$28,385-\$48,649 (\$27,033-\$46,332)	\$29,280-\$50,184	\$30,539-\$52,341
Teacher Category 7 0-12 years		\$32,964-\$60,967 (\$31,394-\$58,064)	\$34,004-\$62,891	\$35,466-\$65,595

* Additional increase to equal the percentage increase in the Ontario CPI from May 1991 to May 1992. Triggered at 4.3% and capped at 5.3%.

Responsibility Allowances: Increased in accordance with the general salary increases.

Health and Welfare: Major Medical - Employer pays 90% (85%) of premium costs.
Life Insurance - Employer pays 90% (85%) of premium costs.
Vision (new) - Maximum claim is \$150 every 2 years.

Dental - Employer pays 80% (75%) of premium costs. Pit and fissure coverage is added.

Paid Preparation Time: 135 (120) minutes per teacher per week. Effective September 1, 1993, 150 minutes.

Peterborough County Board of Education - Locals 1237 and 1680, Canadian Union of Public Employees (CLC) (office, clerical and technical, and caretaking and maintenance employees): Two 24-month renewal agreements effective from April 1, 1991 to March 31, 1993, covering 435 employees settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Oct. 1/91</u>	<u>Apr. 1/92</u>
Increases		16.9%-17.3% for Psychometrists, 5% for all others	15¢, Psychometrists excluded	5% for Psychometrists, 4.3%* for all others

Office, Clerical
and Technical
Employees

Book Clerk	\$12.09-\$13.04	\$12.24-\$13.19	\$12.77-\$13.76
0-2 years	(\$11.51-\$12.42)		

Psychometrist	\$22.38-\$24.87		\$23.50-\$26.11
0-2 years	(\$19.15-\$21.20)		

* Additional increase to equal the percentage increase in the Ontario CPI - 1986=100, comparing February 1991 to February 1992. Triggered at 4.3% and capped at 5.3%

Note: Seniority will be recognized and all benefit coverage will be extended to temporary employee with more than 6 months of full-time equivalent service (new).

Shift Premium (Maintenance Employees): 55¢ (51¢) per hour. Effective April 1, 1992, 59¢.

Paid Vacation: 4 weeks after 9 (10) years of service. Effective April 1, 1992, 5 weeks after 17 (18) years of service plus 1 additional day per year of service beyond 17 (18) to a maximum of 5 (unchanged) days.

Bereavement Leave: Maintenance Employees - 3 (2) days' paid leave upon death of sister/brother-in-law or grandchild and 2 (1) days for grandparent. Office/Technical Employee - 3 (2) days upon death of grandchild.

Health and Welfare: Employer pays 90% (85%) of premium costs for all benefit coverage except Dental. Effective April 1, 1992 and 1993, 95% and 100% respectively.

Life Insurance - Effective October 1, 1991, benefit is 3 (2) times salary.

Vision - Effective October 1, 1991, maximum claim is \$150 (\$100) every 2 years.

Dental - Employer pays 90% (85%) of premium costs. Effective April 1, 1992, pit and fissure sealant coverage is added and coverage is based on the 1990 (1989) ODA fee schedule.

Safety Shoe Allowance (Maintenance Employees): \$50 (\$46) per year. Effective April 1, 1992, \$53.

Renfrew County Board of Education at Pembroke - Ontario Public School Teachers' Federation (Ind.) (elementary occasional teachers): A 12-month first agreement effective from September 1, 1991 to August 31, 1992, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/91</u>
	General Increase	21.9%
	Supply Instructor	\$88.07 (\$71.57)
	Short Term Teacher 1-9 days	\$122.32 (\$100.37)

Long Term Occasional Teacher - Employed for a period of 10 or more consecutive teaching days as a replacement for a teacher with a permanent or probationary contract; placed on full-time grid in appropriate category effective the tenth consecutive teaching day.

Salary includes 4% vacation pay and 3% holiday pay.

Reporting Pay/ Call-out Pay: Paid for assignment if cancelled without notification (new).

Paid Sick Leave: Long Term Occasional Teacher - 2 days upon completion of first 20 working days, and 1 day for each subsequent 10 days.

Paid Professional Activity Day: Long Term Occasional Teacher - Employee on long term assignment paid if participating in professional activities (new).

Mileage Allowance: 27¢ per kilometre.

Renfrew County Roman Catholic Separate School Board at Pembroke - Ontario English Catholic Teachers' Association (Ind.) and Association des Enseignants et des Enseignantes Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 370 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/91</u>
	General Increase	4%
	Teacher-Category D 0-9 years	\$21,546-\$33,016 (\$20,717-\$31,746)
	Teacher-Category A1 0-11 years	\$26,173-\$49,732 (\$25,166-\$47,819)

Teacher-Category A4 0-12 years	\$34,030-\$61,507 (\$32,721-\$59,141)
Vice-Principal - Secondary 0-3 years	\$67,018-\$73,286 (\$64,440-\$70,467)
Principal (qualified) Secondary, 0-3 years	\$75,723-\$81,569 (\$72,811-\$78,432)
Principal (unqualified) Secondary, 0-3 years	\$68,152-\$73,413 (\$65,531-\$70,589)

Responsibility Allowances: Increased by 4%.

Moving Allowance: \$750 (\$500) for relocating residence closer to a school to which teacher has been transferred.

Sudbury Board of Education - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 704 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	Sept. 1/91	Sept. 1/92
General Increases		6.8%	5.2%
Teacher Group 1 0-10 years	\$29,593-\$48,873 (\$27,709-\$45,759)		\$31,132-\$51,421
Teacher Group 4 0-12 years	\$34,621-\$63,481 (\$32,417-\$59,441)		\$36,421-\$66,781
<u>Vice-Principal</u> 0-3 years			
'A' School	\$69,994-\$73,816 (\$65,537-\$69,116)		\$73,634-\$77,654
'AA' School	\$71,267-\$75,089 (\$66,729-\$70,308)		\$74,973-\$78,993
<u>Principal</u> 0-3 years			
'A' School	\$76,560-\$80,397 (\$71,685-\$75,279)		\$80,541-\$84,579
'AA' School	\$80,480-\$84,317 (\$75,356-\$78,950)		\$84,665-\$88,703

Responsibility Allowances: Increased in accordance with general salary increases.

Paid Sabbatical Leave: A teacher is required to teach for 2 years after a 1 year sabbatical or for 1 year after a 1/2 year's leave. (Previously, a 3 year teaching commitment regardless of duration of sabbatical.)

Health and Welfare: Effective October 1991, employer pays 80% (75%) of premium costs for Major Medical, Drugs, Life Insurance and AD & D, Vision and Dental Plans. Effective May 1, 1992, 100% of premium costs.

Vision and Hearing - Effective November 1, 1991, maximum claim is \$200 (\$150) every 2 years.

Dental - Effective November 1, 1991, coverage is based on the 1990 (1989) ODA fee schedule. Effective September 1, 1992, the 1991 ODA fee schedule.

York Region Board of Education at Aurora - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 1,700 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Feb. 1/92</u>	<u>Sept. 1/92</u>
General Increases		5%	1%	5%*
Teacher-Category 1 0-10 years		\$30,467-\$51,552 (\$29,016-\$49,097)	\$30,771-\$52,067	\$32,310-\$54,671
Teacher-Category 4 0-10 years		\$35,580-\$64,049 (\$33,886-\$60,999)	\$35,936-\$64,689	\$37,733-\$67,924
Vice-Principal 0-4 years		\$70,395-\$75,199 (\$67,043-\$71,618)	\$71,099-\$75,951	\$74,654-\$79,748
Principal 0-4 years		\$79,278-\$85,714 (\$75,503-\$81,632)	\$80,071-\$86,571	\$84,074-\$90,899

Continuing Education Teachers

Effective	<u>Sept. 1/91</u>	<u>Feb. 1/92</u>	<u>Sept. 1/92</u>
General Increases	5%	1%	5%
Additional Adjustments	\$1,000 per semester for Summer School Principal		

Summer/Night School Teacher	\$35.62 per hour (\$33.92)	\$35.98 per hour	\$37.78 per hour
Summer School Principal			
under 400 students	\$4,339 (\$3,180)	\$4,382	\$4,601
400 or more students	\$5,452 (\$4,240)	\$5,507	\$5,782

Above rates include 4% vacation pay.

* Effective June 1993, additional increase to equal to the percentage increase in the Ontario CPI from April 1992 to April 1993, triggered at 5% and capped at 6%. Payable in June 1993 and folded into wages, responsibility and additional degree allowances at the end of the contract.

Responsibility Allowances: Increased in accordance with the general salary increases.

Extra Degree Allowances: Increased in accordance with the general salary increases.

Paid Maternity/Adoption Leave (new): Effective September 1, 1992, \$250 per week for the UIC 2-week waiting period for full-time employees. Pro-rated for part-time employees.

Health and Welfare: Dental - Coverage is based on the 1991 (1990) ODA fee schedule. Maximum lifetime claim for orthodontic services is \$3,000 (\$2,000) per person. Effective February 1, 1992 and 1993, coverage is based on the 1992 and 1993 ODA fee schedules respectively.

University of Waterloo - Local 793, Canadian Union of Public Employees (CLC) (plant operations and food service employees): A 12-month renewal agreement effective from July 1, 1991 to June 30, 1992, covering 390 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages: Effective July 1/91

General Increase 5.3%

Skilled Trades Adjustments 20¢ per hour for Stationary Engineers, 2nd and 3rd Classes

Additional Adjustments 40¢ per hour for certain classifications; certain reclassifications

	Food Services Assistant	\$11.91 (\$11.31)
	Electrician	\$17.52 (\$16.64)
Shift Premium:	0-55¢-55¢ (0-50¢-50¢).	
Group Leader Premium:	80¢ (72¢) per hour.	
Shift Engineer Premium:	60¢ (55¢) per hour.	
Paid Union Leave:	Maximum 7 members of the union bargaining committee for the purpose of negotiating the collective agreement (new).	
Meal Allowance:	\$7.50 (\$7) after 3 hours of overtime.	
Safety Boot Allowance:	\$55 (\$50) per year.	
Payment in Lieu of Lay-off Notice:	1 month for less than 1 year of service, 4 for less than 5, 5 for less than 10 and 6 for 10 or more (new).	

York University at Toronto - York University Staff Association (CCU) (office, clerical, laboratory and technical employees): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 1,200 employees, settled at the conciliation officer stage. Duration of negotiation - 3 months.

Wages:	Effective	<u>Sept. 1/91</u>
	General Increase	5.8%
	<u>Annual Rates</u>	
	File Clerk (Grade 2)	\$25,465 (\$24,069)
	Media Maintenance/ Operator Technician 4	\$56,596 (\$53,493)
Paid Holidays:	2 days are added during the winter break period for a total of 15 (13) days.	
Health and Welfare:	<u>Major Medical</u> - Maximum lifetime claim is \$55,000 (\$50,000).	
Pension Plan:	Benefit based on an annual salary, equal to the base salary on commencement of LTD benefits, plus the lesser of the regular salary increase or the Toronto CPI average for the preceding	

12-month period ending August 31 for employee retiring while in receipt of LTD benefit (new).

Severance Pay: 1 additional week's pay at regular rate for employee with 1 to 8 years service laid off during the term of agreement. 2 additional weeks' pay for employee with 9 or more years service (new).

Ergonomics Fund: Additional \$25,000 to develop minimum standards for VDT workstations and equipment for period May 1, 1992 to August 31, 1992.

Toronto Public Library Board - Local 1996, Canadian Union of Public Employees (CLC) (full-time and part-time librarians, office and clerical employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 865 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	4.95%	4.75%*
	<u>Annual Rates</u>		
	Junior Clerical Assistant 0-4 years	\$22,341-\$24,943 (\$21,287-\$23,767)	\$23,402-\$26,128
	Librarian 6 0-5 years	\$47,861-\$66,434 (\$45,604-\$63,301)	\$50,134-\$69,590

* Conditional wage re-opener if the Toronto CPI for December 1992 increases by more than 6.25% above the December 1991 index.

Paid Holidays: 1 floating day is added for a total of 13 (12) days.

Bereavement Leave: Temporary Employees - Waiting period deleted. (Previously, 12 months.)

Paid Maternity/Adoption Leave: SUB - Pays up to 10 additional weeks, at the difference between 75% of wages and the UIC benefit, after the 2-week waiting period. 15 weeks for employee covered by UI Act.

Sick Leave: Sick Leave not earned during unpaid absence in excess of 1 month (Previously, any unpaid absence.)

Health and Welfare: Life Insurance - Effective October 1, 1991, benefit is \$5,000 (\$3,000).

Life Insurance for Retirees - Effective for employees retiring on or after January 1, 1992, benefit is \$3,000. (Previously, only to age 65.)

LTD - Effective October 1, 1991, current recipients receive \$25 per month increase, to a maximum of \$3,000 (unchanged).

Major Medical - Effective January 1, 1992, maximum \$250 (\$200) per year.

Vision - Effective September 26, 1991, maximum claim is \$250 (\$225) every 2 years. Effective January 1, 1992, \$275.

Hearing - Effective October 1, 1991, maximum annual claim is \$500 (\$400) per family.

Dental - 70%-30% (50%-50%) co-insurance for major restorative services. Effective January 1, 1992, coverage extended to include fixed bridge work.

Continuation of Benefits - Employer pays 100% (50%) of the premium costs for Semi-private Hospitalization, Medical and Dental coverage for employee on LTD.

Language Allowances: \$700 (\$600) for the first language other than English, \$500 (\$450) for the second and \$150 (\$125) for any others.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Professional Institute (Ind.) (engineering and land survey group): A 24-month renewal agreement effective from September 13, 1991* to September 21, 1993, with wages retroactive to September 1, 1990, covering 1,387 Ontario employees, settled at the bargaining stage. Duration of negotiations - 11 1/2 months.

* Previous agreement expired August 31, 1990.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Sept. 22/92</u>
General Increases		4.5%	3%
Additional Adjustments		One step added to top of range for EN-ENG-3 and EN-SUR-2	
<u>Annual Rates</u>			
EN-ENG-2 5 levels		\$35,962-\$42,082 (\$34,413-\$40,270)	\$37,041-\$43,344
EN-ENG-6 6 levels		\$65,532-\$78,176 (\$62,710-\$74,810)	\$67,498-\$80,521
EN-SUR-1 6 levels		\$28,856-\$41,590 (\$27,613-\$39,799)	\$29,722-\$42,838

EN-SUR-6	\$63,086-\$75,964	\$64,979-\$78,243
6 levels	(\$60,369-\$72,693)	

Acting Pay: Employee temporarily assigned to a higher classification for 10 (15) days or more receives appropriate rate in the higher classification for the duration of the assignment.

Sea Trials Pay (new): Employee required to be on-board a sea vessel proceeding beyond harbour limits receives straight time rate for all hours aboard to a maximum of 15 hours per day or the applicable rate of pay for all hours worked, whichever is greater.

Submarine Pay (new): Employee required to be in a submarine when it is in a closed down condition receives pay for all hours aboard at the applicable rate of pay for all hours worked and at straight time rate for all unworked hours.

Pay for Work on Day of Rest or on Paid Holiday: Minimum 3 hours' pay at applicable overtime rate (new).

Payment in Lieu of Paid Holidays (part-time): 4.25% (4%) of straight time rate.

Paid Vacation: 6 weeks after 30 years of service (new).

Meal Allowance: \$6 (\$5.50) after 3 hours of overtime and \$6 (\$5) after a subsequent 4-hour period of overtime.

Submarine Trials Allowance (new): 25% of basic hourly rate for each full half hour that employee is required to be in a submarine.

Severance Pay: Retirement or Death - 1 week's pay per year of service, with final year of service pro-rated, to a maximum of 30 weeks' pay (previously, maximum of 28 weeks' pay with no pro-rating of final year of service).

Paid Travel Time: Employee receives straight time rate for up to 7 1/2 (8) hours in a day of combined work and travel time. Employee receives applicable overtime rate for additional travel time in excess of 7 1/2 (8) hours worked/travelled per day to a maximum equivalent of an additional 7 1/2 (8) hours at straight time rate. Also, employee receives applicable overtime rate for hours travelled to a maximum equivalent of 7 1/2 (8) hours at straight time rate on a day of rest or designated holiday.

LOCAL ADMINISTRATION

Peel Regional Police Services Board at Brampton - Police Association (Ind.)
(civilian employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 420 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>
	General Increase	5%	
	Additional Adjustments		*
	Labour Grade I (Microfilm Clerk)	\$11.5743-\$13.1826 (\$11.0231-\$12.5549)	\$12.1079-\$13.1826
	Programme Analyst II	\$24.9554-\$31.5617 (\$23.7670-\$30.0588)	

	Effective	<u>Jan. 1/92</u>	<u>July 1/92</u>
	General Increase	5%	
	Additional Adjustments		*
	Labour Grade I (Microfilm Clerk) 0-24 months	\$12.7133-\$13.8417	\$12.7133-\$13.8417
	Programme Analyst II 0-48 months	\$26.2032-\$33.1398	

* Internal Equity Increases.

Shift Premium:	\$260 (\$250) per year for employees on a 3-shift rotation basis. \$160 (\$150) per year for 2 shift basis.
Paid Holidays:	<u>Part-time</u> - Effective July 1, 1991, employee receives 11 days plus 2 half days based on a calculation of average weekly hours divided by 5 to determine day's pay for holiday purposes. (Previously, received day equal to number of hours worked on a regular basis.)
Paid Leave:	<u>Part-time (new)</u> - Employees are eligible on a prorated basis for Bereavement, Paid Maternity Leave and special leaves of absence. Based on same formula as Paid Holidays.
Paid Vacation:	Effective January 1, 1991, computation for vacation entitlement, includes all uninterrupted full or part-time service. (Previously, only full-time or part-time, as applicable.)

Health and
Welfare:

All benefits are effective October 1, 1991, unless otherwise stated:

Life Insurance for Retirees - Benefit is \$12,000 (\$10,000) for retiree on unreduced pension, payable until age 65 or 10 years, whichever comes first.

Weekly Indemnity - Length of Service, includes all uninterrupted full and part-time service. (Previously, only full-time or part-time, as applicable.)

Major Medical - \$25 (\$15) per visit to an annual maximum of \$500 (unchanged) for chiropractic services.

Vision - Maximum claim is \$150 (\$100) every 2 years.

Hearing - Maximum lifetime claim is \$250 (\$200) every 2 years.

Dental - Coverage is based on the 1991 (1990) ODA fee schedule. Effective January 1, 1992, the 1992 ODA fee schedule.

Continuation of Benefits - Effective September 20, 1991, benefit coverage continues for spouse and eligible dependents for up to 12 months upon death of employee (new).

Continuation of Benefits for Retirees - For employees retiring on or after January 1, 1991, benefit coverage continues until spouse reaches age 65, employee's 65th birthday or ten years, if employees dies while in receipt of benefits.

Tool Allowance: \$265 (\$250) per year for Class A Mechanics. Effective January 1, 1992, \$280.

Meal Allowance: Effective October 1, 1991, \$5 (\$3) after 2 hours of overtime and \$5 (\$3) for every additional 4 hour period worked.

Cleaning Allowance: \$235 (\$230) per year.

Toronto City Corporation - Local 113, International Fire Fighters (AFL-CIO/CLC):

A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 1,250 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Aug. 1/91</u>
	General Increases	4%	2.3%
	<u>Annual Rates</u>		
	Fire Fighters	\$37,396	\$38,256
	4th Class	(\$35,957)	
	(after 6 months)		

Fire Fighter 1st Class	\$49,861 (\$47,943)	\$51,008
Fire Platoon Chief	\$77,285 (\$74,312)	\$79,062
Effective	<u>Sept. 1/91</u>	<u>Jan.1/92</u>
General Increase		4.8%
Additional Adjustments	New Classification added*	

Annual Rates

Fire Fighters 4th Class (after 6 months)	\$40,092
Fire Fighter 1st Class	\$53,456
Fire Platoon Chief	\$82,857

* Eligible Senior Fire Fighter with 10 years service, paid a rate calculated at 101% of 1st Class Fire Fighter rate. Effective January 1, 1992, 102%.

Long Service Pay:	Effective January 1, 1992, employee with 10-14 years of experience and who is receiving Senior Fire Fighter's pay is not eligible for the \$150 annual pay (new).
Bereavement Leave:	Up to 4 (3) days paid leave upon death of parent, child, sibling or spouse.
Paid Maternity Leave: (new):	Wages equivalent to the difference between 75% of regular rate and the UIC benefit for up to 15 weeks.
Paid Parental Leave:	Wages equivalent to the difference between 75% of the regular rate and the UIC benefit for up to 10 weeks.
Paid Union Leave (new):	Employer contributes \$7,500 per year to supplement the cost of replacing Fire Fighters absent on union business.
Health and Welfare:	<u>AD & D</u> - Effective January 1, 1992, employer pays 100% of the premium costs for an additional 2 times salary in the event employee is killed in the line of duty (new).

Major Medical - Effective January 1, 1992, coverage is extended to include licensed Osteopaths, Podiatrists and Chiropractists (new). Maximum annual claim for paramedical services is \$250 (\$200).

Vision - Effective October 1, 1991, maximum claim is \$185 (\$175) per person every 2 years. Effective January 1, 1992, \$200.

Continuation of Benefits (new) - Effective October 1, 1991, employer pays 100% of the premium costs for life insurance for employees on full or partial disability pension to the age of 65.

Mileage Allowance: Effective October 1, 1991, 34¢ (32¢) per kilometre paid semi-annually (previously, paid after submission of log). Effective January 1, 1992, 36¢.

Cleaning Allowance: \$200 (\$175) per year. Effective January 1, 1992, \$225.

College Allowance: Effective October 1, 1991, \$65 (\$50) per week plus transportation expenses (new). Effective January 1, 1992, \$75.

Contracting Out: Employee transferred to a lower classification due to contracting out receives rate of own position for up to 40 months after which salary is red-circled (new).

Waterloo Regional Police Services Board, previously Waterloo Regional Board of Commissioners of Police, at Kitchener - Police Association (Ind.) (uniform police officers): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991 covering 535 employees, settled at the conciliation officer stage. Duration of negotiations - one week.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jul. 1/91</u>
	General Increases	5%	1.1%
	Constable 3rd Class	\$39,564 (\$37,678)	\$40,012
	Constable 1st Class	\$49,460 (\$47,106)	\$50,020
	Staff Sergeant	\$61,825 (\$58,882)	\$62,525

Staff Sergeant rate is 125% of 1st Class Constable rate.

Bereavement Leave: 3 (1) days' paid leave upon death of grandparent.

Paid Maternity Leave (new): 2 weeks at 75% of weekly wage plus an additional 15 weeks at the difference between 75% of weekly wage and UIC benefit.

Court Pay: 3 hours at time and one-half if less than 48 hours notice of cancellation is given (new).

Health and Welfare: Major Medical - Psychologist coverage increased to \$750 (\$250).
 Vision - Maximum claim is \$200 (\$150) every 2 years.
 Dental - Employer pays 50% of premium costs for Blue Cross Riders 2 and 3. (Previously, employee paid.)

Meal Allowance: \$9.40 (\$8.75) after 3 hours of overtime out-of-Region duty or court attendance.

Clothing Allowance: \$1,000 (\$920) per year for Plainclothes Division.

Parking Allowance: \$50 (\$35) per month.

Addenda

May 1991 Settlement

PAPER AND ALLIED

Borden Company Limited, Sunworthy Wallcoverings Division at Brampton - Local 304, Canadian Paperworkers (CLC): A 36-month renewal agreement effective from February 19, 1991 to February 18, 1994, covering 362 employees, settled with mediation assistance and ratified in May 1991. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>Feb. 19/91</u>	<u>May 5/91</u>
	General Increase	7.5%	
	Additional Adjustments	Certain reclassifications	
	Skilled Trades Adjustments		15¢ for Printer A, Pressman and Maintenance trades
	Grade 12 (Machine Operator D/ Production Worker)	\$13.65-\$14.07 (\$12.70-\$13.09)	
	Grade 0 (includes Printer "A")	\$18.49-\$18.91 (\$17.20-\$17.59)	\$18.64-\$19.06
Wages:	Effective	<u>Feb. 19/92</u>	<u>Aug. 19/92</u>
	General Increase		7.5%
	Skilled Trades Adjustment	10¢	

Grade 12		\$14.67-\$15.13
Grade 0	\$18.74-\$19.16	\$20.15-\$20.60

Maximum rates are reached after two 3-month increases.

Lump Sum Settlement Payment: Effective May 5, 1991, \$100 per employee. Effective February 19, 1992 and 1993, \$100 and \$100.

Shift Premium: Effective May 5, 1991, 0-50¢-60¢ (0-45¢-55¢).

Health and Welfare: Life Insurance - Benefit is 150% of annual earnings. (Previously, \$20,000.)

Life Insurance for Retirees - Benefit is \$4,000 or 10% of final earnings, whichever is less. (Previously, \$1,000).

Dental - Effective July 1, 1991, coverage is based on 1989 (1988) ODA fee schedule. Effective February 19, 1992 and 1993, the 1990 and 1991 ODA fee schedules respectively.

Pension Plan: Benefit is based on career average earnings to 1988 (1985).

Safety Shoe Allowance: Effective May 5, 1991, \$80 (\$75) per contract year. Effective February 19, 1993, \$85.

Meal Allowance: Effective May 5, 1991, \$8 (\$7) after 2 hours of scheduled overtime. Effective February 19, 1993, \$9.

Tool Allowance: Effective May 5, 1991, \$130 (\$110) per year for skilled trades.

June 1991 Settlements

KNITTING MILLS

Penmans Inc., previously 896820 Ontario Limited, at Cambridge - Local 1967, Clothing Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1991 to May 31, 1994, covering 600 employees, settled at the bargaining stage and ratified in June 1991. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/91</u>	<u>June 1/93</u>
General Increases		12¢	5%
Additional Adjustments		Job classifications added	
		<u>Hourly Rates</u>	
Sewing-Repairs		\$7.34 (\$7.22)	\$7.71

Electrician	\$12.17 (12.05)	\$12.78
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Manufacturing Incentive Plan (new): Effective January 1 of each year, employee receives a payment based on a percentage of the employer's budget surplus, if any. Payment of \$400 per employee scheduled for January 1, 1992, paid out on June 1, 1991.

Health and Welfare: Employer pays 55% of premium costs for Major Medical including Drugs, Life Insurance and AD & D and Weekly Idemnity (Previously, employee received \$1.50 per hour worked in lieu of benefits.)

Vision (new) - Employer pays 100% of the premium costs. Maximum claim is \$100 every 2 years.

EDUCATION AND RELATED SERVICES

Bruce County Board of Education at Chesley - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 495 employees, settled at the bargaining stage and ratified in June 1991. Duration of negotiations - 3 1/2 months.

Wages:	Effective	<u>Sep. 1/91</u>	<u>Feb. 1/92</u>
	General Increases	5.8%	0.9%
	Additional Adjustments	Major restructuring of wage grid	
	Teacher-Category A 0-13 years	\$26,961-\$49,276 (new)	\$27,204-\$49,719
	Teacher-Category A1 0-11 years	\$28,450-\$49,276 (\$26,890-\$46,575)	\$28,706-\$49,719
	Teacher-Category A4 0-11 years	\$34,036-\$62,240 (\$32,170-\$58,828)	\$34,342-\$62,800

Responsibility Allowances: Principals, Vice Principals and Supervisors - Increased in accordance with the general salary increases.

Paid Parental Leave (new): SUB - Wages equivalent to the UIC benefit during the 2-week waiting period.

Health and Welfare: LTD - Employer pays 90% (85%) of the premium costs.

Dental - Coverage is based on 1988 (1987) ODA fee schedule. Effective February 1, 1992, coverage is extended to include orthodontic services for dependent children to age 19 with 50%-50% co-insurance and a maximum lifetime claim of \$1,500.

Education Allowance: \$100 (\$90) per week for employee required to attend summer course.

Travel Allowance: \$100 (\$90) per course if distance exceeds 32 kilometres and course is equivalent to 4-week Ministry of Education or University course.

Paid Preparation Time: 130 (120) minutes per week.

Elgin County Board of Education at St. Thomas - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective September 1, 1991, to August 31, 1992, covering 509 employees, settled at the bargaining stage and ratified in June 1991. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/91</u>
	General Increase	5.6%
	Pay Equity Adjustments	Categories D, C and B replaced with Category A
	Additional Adjustments	Category ranges are in 6-month (1 year) increments
	Teacher-Category A 0-10 years	\$24,687-\$51,538 (new)
	Teacher-Category A1 0-11 years	\$26,828-\$51,538 (\$25,405-\$48,805)
	Teacher-Category A4 0-11 years	\$35,315-\$62,773 (\$33,442-\$59,444)
	Principal 0-3 years	\$70,508-\$73,868 (\$66,769-\$69,951)

Responsibility Allowances: \$4,773 (\$4,520) per year for Vice-Principal.

Master's Degree Allowance: \$775 (\$675).

Health and Welfare: Dental - Coverage is based on the 1990 (1989) ODA fee schedule.

Paid Preparation Time: Minimum 160 (150) minutes per 6-day cycle.

Professional \$51,744 (\$49,000).
Development Fund:

July 1991 Settlement

EDUCATION AND RELATED SERVICES

York City Corporation and York City Board of Health - Local 840, Canadian Public Employees (CLC) (clerical and health employees): Two 24-month renewal agreements effective from January 1, 1991 to December 31, 1992, covering 202 employees, settled at the bargaining stage and ratified in July 1991. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	4.8%	4.6%
	Additional Adjustment	Restructuring of wage schedule	
	<u>Weekly Rates</u>		
	<u>Corporation</u>		
	Group 2 (1) (Mail Clerk)	\$415-\$512 (\$377-\$455)	\$434-\$536
	Group 14 (includes Project Manager)	\$1,008-\$1,240 (\$962-\$1,183)	\$1,055-\$1,297
	<u>Board of Health</u>		
	Group 3 (includes Records Clerk)	\$443-\$548 (\$423-\$523)	\$464-\$573
	Group 10 (Health Inspector II)	\$772-\$961 (\$737-\$917)	\$808-\$1,005

Maximum rates are reached on merit

Bereavement Leave:	One day's leave paid day upon death of grandparent-in-law, and aunt or uncle of spouse (new).
Paid Maternity/Parental Leave:	Leave available after 13 weeks (1 year) of employment.
Paid Family Leave (new):	Up to 5 days per year charged up to 2 sick leave days and 3 lieu time days.
Paid Vacation:	6 weeks after 22 (23) years of service.

Paid Up to 7 paid days per year, non-cumulative. (Previously,
Sick Leave: 1 1/2 days per month, cumulative to a maximum of 130 days).
Current sick leave entitlement capped at 130 days. Additional
leave up to 26 weeks at 75%-100% of salary, depending on years
of service.

Health and Life Insurance for Retirees - Benefit is \$6,000 (\$5,000) for
Welfare: retirees after January 1, 1991. Employer pays 50% (33 1/3%) of
premium costs for extension of group life insurance coverage.

Vision - Maximum claim is \$185 (\$175) every 2 years. Effective
January 1, 1992, \$195.

Hearing - Maximum claim is \$400 (\$300) every 5 years.

Dental - Coverage continues to be based on the current year's
ODA fee schedule. Maximum claim for restorative care is \$4,000
(\$3,000) every 5 years. Maximum lifetime claim for orthodontic
services is \$5,000 (\$4,000).

Major Medical - Up to \$25 per visit for chiropractic services to
a maximum of 12 visits per year (new).

Continuation of Benefits - Employer will pay 33 1/3% of premium
costs for Hospitalization, Major Medical and Life Insurance for
employee on LTD. (Previously, 66 2/3% of premium costs for
Hospitalization.) Effective January 1, 1992, 50%.

Meal Allowance: \$7 (new) after 4 hours of overtime and \$15 (unchanged) if
required to attend meetings after 6 p.m.

Mileage Allowance: 35¢ (32¢) per kilometre. Effective January 1, 1992, 37¢.

Professional/
Licence Employer pays fees for employee required to be a member of
Allowance professional association or to be licensed.
(new):

August 1991 Settlement

TRANSPORTATION EQUIPMENT

Canadian Shipbuilding and Engineering Ltd., Port Weller Dry Docks Division at St.
Catharines - Local 680, Boilermakers (AFL-CIO/CFL): A 36-month
renewal agreement effective from May 26, 1991 to May 25, 1994,
covering 398 employees*, settled at the conciliation officer
stage and ratified in August 1991. Duration of negotiations - 4
months.

* Includes 234 employees currently on lay-off status.

Wages:	Effective	<u>May 26/91</u>	<u>May 28/92</u>	<u>May 28/93</u>
	General	5.5%	4%*	4.5%*
	Increases			

Labourer	\$12.33 (\$11.69)	\$12.77	\$13.35
Marine Millwright 1	\$16.04 (\$15.20)	\$16.65	\$17.38
Loftsman Programmer	\$16.79 (\$15.91)	\$17.41	\$18.20

* Less 5¢ diverted to fund pension benefits.

Shift Premium: 0-50¢-75¢ (0-39¢-50¢).

Health and Welfare: Life Insurance - Effective May 28, 1992, benefit is \$20,000, (\$15,000). Effective May 28, 1993, \$25,000.

Weekly Indemnity - Benefit is \$350 (\$325). Effective May 28, 1992 and 1993, \$375 and \$400 respectively.

Continuation of Benefits - Employer pays premium costs for Health and Welfare benefits to age 65 for employee and spouse for employee retiring at age 60 (new).

Pension Plan: Employer Contribution - 65¢ (60¢) per hour to the Boilermakers Pension Plan. Effective May 28, 1992 and 1993, 70¢ and 75¢ respectively.

Clothing Allowance: Maximum \$40 (\$33) per year for gloves for eligible employees. Effective May 28, 1992, \$45. Effective May 28, 1993, maximum \$93 (\$83) per year for gloves, jackets, sleeves and boot covers for Burners, Welders, Class A, B and C and Trainee Marine Steel Fitters.

Meal Allowance: \$4 (\$2.50).

Safety Shoe Allowance: Maximum \$75 (\$62) per year. Effective May 28, 1992, \$80.

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Industrial Relations Division
Office of Collective Bargaining Information

COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO

OCTOBER 1991



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in October 1991. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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FOOD AND BEVERAGE

Galco Food Products Limited at Brampton - Local 175, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective June 1, 1991 to May 31, 1993, covering 263 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 1/91</u>	<u>June 1/92</u>
	General Increases	70¢	75¢
	COLA Fold-in	25¢	
	Additional Adjustments	Minor classification changes	
	Grade 1	\$11.95 (\$11.00)	\$12.70
	Grade 10 (Electrician)	\$18.60 (\$17.65)	\$19.35
COLA Provision:	Deleted. (Previously, 1¢ per 0.35 point change in the CPI - 1981=100.)		
Paid Holidays:	Remembrance Day deleted. One floating day is added between December 20 and January 5.		
Health and Welfare:	<u>Vision</u> - Effective October 7, 1991, maximum claim is \$110 (\$100) every 2 years.		
	<u>Dental</u> - Effective October 7, 1991, coverage is based on 1989 (1988) ODA fee schedule. Effective June 1, 1992, the 1990 ODA fee schedule.		
Technological Change:	Employer will notify the union 60 days in advance of the introduction and impact of new equipment.		
Union Education Fund (new):	<u>Employer Contribution</u> - Effective June 1, 1992, \$5,000.		

MACHINERY

Invar Manufacturing Ltd. at Batawa and Trenton - Local 1788, Machinists (AFL-CIO/CLC): A 12-month extended agreement effective from March 15, 1991 to March 14, 1992, covering 260 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages: Effective Mar. 15/91

No increase in rates that
were in effect at the expiry
of the previous agreement.

Hourly Rates

Group 15 \$10.62-\$11.14
(Helper) (\$10.62-\$11.14)

Group 1 (includes \$15.01-\$15.93
Toolmaker A) (\$15.01-\$15.93)

Maximum rate for Helper is reached after one 6-month increase
and for Toolmaker A, after three 6 month increases.

TRANSPORTATION EQUIPMENT

Allied Corporation (Signal), Certified Brakes Division at Mississauga - Local
14831, United Steelworkers (AFL-CIO/CLC): A 36-month renewal
agreement effective from June 22, 1991 to June 21, 1994,
covering 430 employees, settled with mediation assistance.
Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 2/92</u>	<u>June 21/93</u>
	General Increases	3.5%	4.5%
	Additional Adjustments	New classifications added	
	Labour Grade 1 (includes Brake Cable)	\$12.78 (\$12.35)	\$13.36
	Labour Grade 11 (Die Design)	\$18.09 (\$17.48)	\$18.90
	Labour Grade 14 (Electronic Technician)	\$20.96 (\$20.25)	\$21.90

COLA: 1¢ per 0.3 percent increase in the CPI - 1971=100 using the
July 1, 1991 index as the base. Triggered at 7%. Adjusted
quarterly. (Basic Formula is unchanged. Formula did not
trigger.)

Lump Sum \$300 per employee for employee on the payroll October 7, 1991.
Settlement
Payment:

Shift Premium: Effective June 21, 1993, 0-35¢-40¢ (0-30¢-35¢).

Health and Welfare: Life Insurance and AD & D - Effective August 1, 1992, \$21,000 (\$20,000). Effective August 1, 1993, \$22,000.

Weekly Indemnity - Benefit is 70% of regular wages up to the UIC maximum payable on a 1/4/26 basis. (Previously, up to UIC maximum.)

Pension Plan: Basic Benefit - Effective July 1, 1992, \$16 (\$15) per month per year of service. Effective July 1, 1993, \$17.

Prescription Safety Glasses Allowance: \$50 for single lens, \$82 for bifocal lens and \$110 for trifocal lens. (Previously, as per OHSA.)

Safety Shoe Allowance: \$90 (\$80) per year for employee having worked at least 1,000 hours since last purchase.

Arvin Automotive of Canada Ltd. at Concord - Local 8341, United Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 29, 1991 to October 28, 1994, covering 225 employees, settled at the bargaining stage. Duration of negotiations 2 months.

Wages:	Effective	<u>Oct. 29/91</u>	<u>Oct. 29/92</u>
	General Increases	45¢	45¢
	General Help and Machine Operator	\$13.62 (\$13.17)	\$14.07
	Tool Maker	\$19.73 (\$19.28)	\$20.18

Start Rate (new) - \$2.00 below maximum rate, progressing to maximum after 8 adjustments of 25¢ every 13 weeks.

Lump Sum Payment: Effective the pay period following October 29, 1993, \$950 per employee pro-rated by the number of weeks worked in the preceeding 52 weeks.

Health and Welfare: Life Insurance and AD & D - Benefit is \$18,000 (\$17,000). Effective October 29, 1992 and 1993, \$19,000 and \$20,000 respectively.

Pension Plan: Employer Contribution - 35¢ (30¢) per hour worked to jointly administered plan. Effective October 29, 1992 and 1993, 40¢ and 45¢ respectively.

Safety Shoe Allowance: \$70 (\$65) per year. Effective October 29, 1992 and 1993, \$75 and \$80 respectively.

Education Fund: Employer contributes \$1,500 (\$1,000) in each year of the agreement.

CHEMICAL AND CHEMICAL PRODUCTS

Connaught Laboratories Limited at Toronto - Local 67, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from October 1, 1991 to October 1, 1993, covering 479 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 1/91</u>	<u>Oct. 1/92</u>
	General Increases	5.8%	5%
	Service Group 27 (Includes Dietary Asst.) 0-2 years	\$11.85-\$12.35 (\$11.20-\$11.67)	\$12.44-\$12.96
	Trades Group 30 (Includes Electrician) 0-2 years	\$19.71-\$19.89 (\$18.63-\$18.80)	\$20.70-\$20.88

Standby Pay: \$2.25 (\$1.25) per hour.

Paid Holidays: Heritage Day is added for a total of 13 (12) days per year.

Paternity Leave: 3 (2) day's paid leave upon birth of child.

Education/
Sabbatical
Leave(new): Eligible employee may elect to receive 80% of pay for 4 years in order to take the 5th year off at 80% of salary.

Sick Leave: Existing entitlement will include 3 days per year for compassionate reasons (new).

Health and
Welfare: Life Insurance - Benefit is two times annual salary.
(Previously, \$10,000 for up to 10 years of service and \$20,000 thereafter.)

Dental - Coverage is based on the 1991 (1989) ODA fee schedule

Note: All benefit coverage is extended to same sex spouse.

MISCELLANEOUS MANUFACTURING

EMCO Ltd., Waltec Plastics Division, previously, Waltec Inc., Waltec Plastics Division at Midland - Local 1476, Clothing and Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from September 20, 1991 to September 19, 1993, covering 205 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 20/91</u>	<u>Sept. 20/92</u>
	General Increases	4%	2.8%
	Additional Adjustments	Certain reclassifications	
	Racker 0-9 months	\$10.56-\$11.74 (\$10.16-\$15.77)	\$10.86-\$12.07
	Toolmaker Grade 1 0-9 months	\$15.47-\$17.19 (\$14.88-\$16.53)	\$15.90-\$17.67

Previous rates reflect a COLA Fold-in of 4.616%.

COLA: 0.65% of regular hourly rate, per 0.5 point change in the CPI - 1971 = 100, using the May 1993 index as the base. Capped at 2% (4%). Adjusted quarterly and folded into wages. (Basic formula is unchanged. Formula did not trigger.)

Spray Painting Premium: 50¢ per hour when wearing special suit (new).

Stockhandler Premium: 5% (25¢) per hour driving truck.

Parental Leave: Effective, September 20, 1992, paid leave for employee to attend court if child is subpoenaed (new).

Health and Welfare: Life Insurance and AD & D - Effective October 1, 1991, benefit is \$20,000 (\$17,500). Effective October 1, 1992, \$25,000. An advance of up to \$10,000 will be available for terminally ill employee (new). Effective September 20, 1992, advance of \$11,250.

Life Insurance for Retiree - \$1,000 (unchanged) paid up premium for employee retiring at age 60 (65) with 15 (10) years of service.

Dental - Effective October 1, 1991, coverage is based on the 1989 (1988) ODA fee schedule. Effective October 1, 1992, the 1990 ODA fee schedule.

TRANSPORTATION

Ottawa-Carleton Regional Transit Commission at Ottawa - Local 279, Transit Union (AFL-CIO/CLC) (bus operators, mechanics and maintenance employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 1,800 employees, settled at the conciliation officer stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Oct. 20/91</u>	<u>Jan. 1/92*</u>
	General Increases	5.25%		5%
	Additional Adjustment		Minor Restructuring of wage schedule	
	Building Services Attendant	\$15.59 (\$14.70)		\$16.37
	Operator	\$16.86 (\$16.02)		\$17.70
	Licensed Mechanic	\$19.78 (\$18.79)		\$20.77

* Additional increase to equal the percentage increase in the Ottawa CPI - 1981=100 from December 1991 to December 1992. Triggered at 6.82% and payable as a lump sum for all hours worked in 1992.

The following changes are effective from October 20, 1991 unless otherwise specified.

Shift Premium: 0-40¢-40¢ (0-30¢-30¢) for equipment division employees. Effective January 1, 1992, 0-45¢-45¢.

Weekend Premium: \$1.50 (\$1.25) per hour worked as a Weekend Supervisor or when relieving Garage Supervisor, except Level 2 employee who will receive the Level 3 rate, plus the premium (new). Effective January 1, 1992, \$1.60.

Paid Rest Period: One paid 10-minute coffee break for Operator completing normal work assignment but not qualifying for a 20-minute break (new).

Piece Runs Pay: Minimum 2 hours' pay for all pieces of runs (new).

Paid Hearing Time: Minimum 2 (1) hours' pay for employee required to attend a complaint hearing if complaint is unsubstantiated.

Paid Vacation:	6 weeks after 24 (25) years of service.
Bereavement Leave:	4 (3) days' paid leave upon death of spouse, child or parent and 2 (1) days upon death of employee or spouse's grandparent, grandchild, son or daughter-in-law.
Paid Maternity Leave (new):	Effective November 1, 1991, 2 weeks at 93% of weekly wage plus an additional 15 weeks at the difference between 93% of weekly wage and UIC benefit.
Health and Welfare:	<u>Weekly Indemnity</u> - Benefit is 90% of regular daily rate for all employees. (Previously, 75% for the first 2 weeks and 90% thereafter for disabled employees and 75% for all other employees.) <u>Life Insurance for Dependents (new)</u> - Employer pays 100% of premium costs. Benefit is \$10,000 for spouse and \$5,000 for child.
Meal Allowance:	\$6.50 (\$6) after 12 hours of work. Effective January 1, 1992, \$6.90.
Dry Cleaning Allowance:	\$264 (\$132) per year for Operators and Dispatchers.
Tool Allowance:	Effective January 1, 1991, \$259 (\$290) per year for equipment division employee.
Safety Shoe Allowance:	\$85 (\$75) per year for equipment division employees and \$70 (\$65) for Operators and Dispatchers. Effective January 1, 1992, \$90 and \$75 respectively.

EDUCATION AND RELATED SERVICES

Durham Board of Education at Oshawa - Local 218, Canadian Union of Public Employees (CLC) (educational assistants): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 346 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
	General Increases	6%	5.5%
	Occasional Educational Assistant	\$15.95 (new)	\$16.06*
	Full-time Educational Assistant	\$16.91 (\$15.95)	\$17.84

Previous rate for full-time Educational Assistant reflect a pay equity adjustment of \$3.09 during the previous agreement.

*Rate differential is 90% of full-time Educational Assistant rate.

Sick Leave (Full-time) 18 days per full year of employment (unchanged) with a maximum accumulation of 180 (160) days. Effective September 1, 1992, 200 days.

Crown Witness Leave (new): Subpoenaed employee receives the difference between regular daily wages and witness pay.

Paid Maternity/Adoption Leave: Effective December 1, 1991, 90% of weekly wage for the 2-week UIC waiting period.

The following benefits apply to full-time employees only.

Health and Welfare: Major Medical - Effective September 1, 1992, employer pays 90% (85%) of premium costs.

Dental - Effective January 1, 1992, coverage is based on 1991 (1990) ODA fee schedule. Effective September 1, 1992, employer pays 90% (85%) of premium costs.

Durham Region Roman Catholic Separate School Board at Oshawa - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ind.) (elementary school teachers): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992 covering 830 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Feb. 1/92</u>
Increases		4.5% for Teachers; 5% for Principals	1%
Pay Equity Adjustments		*	
Additional Adjustments		**	
Teacher-Category A 0-11 years		\$27,604-\$46,348 (new)	\$27,880-\$46,811
Teacher-Category A1 0-11 years		\$29,471-\$49,482 (\$28,202-\$47,351)	\$29,766-\$49,977
Teacher-Category A4 0-11 years		\$35,383-\$62,014 (\$33,859-\$59,344)	\$35,737-\$62,634

Principal	\$71,558-\$76,543	\$72,274-\$77,308
0-4 years	(\$68,151-\$72,898)	

* Teacher-Category D, C and B merged to form Teacher-Category A. Teacher in Category A with more than 11 years experience who has taken a number of courses since January 1, 1990, receive a salary equal to Teacher-Category A1 maximum.

** Teacher Category A2 and A3 maximums reached after 11 (12) years and for A4, after 11 (13) years.

Responsibility Allowances: Regional Resource Teacher - \$2,025 (\$1,938) per year. Effective February 1, 1992, \$2,045.

Paid Maternity Leave (new): Effective January 1, 1992, benefit is 60% of salary for the 2-week UIC waiting period.

Paid Adoption Leave: Effective 1, 1992, benefit is 60% of salary for the 2-week UIC waiting period (new).

Health and Welfare: Life Insurance - Effective November 1, 1991, benefit is \$100,000 (\$95,000).

Major Medical - Private hospital coverage is added. (Previously, semi-private.)

Hearing - Maximum claim is \$300 (\$150) per year.

Dental - Coverage continues to be updated each January 1 to the previous year's ODA fee schedule. Restorative services are added with a maximum annual claim of \$1,000 (new).

Grey County Board of Education at Markdale - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 338 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/91*</u>
	Increase	5.84%** for teachers and Principal, 6.413%** for Vice-Principal
	Teacher-Category A1	\$29,116-\$50,951
	0-10 years	(\$27,509-\$48,140)
	Teacher-Category A4	\$38,821-\$63,081
	2-12 years	(\$36,679-\$59,600)
	Vice-Principal	\$71,555-\$74,255
	0-3 years	(\$67,080-\$69,780)

Principal	\$80,966-\$83,966
0-3 years	(\$76,333-\$79,333)

* Additional increase to equal the percentage increase in the CPI from September 1991 to August 1992, triggered at 10% and capped at 13%.

** Applied on maximum for Principal and Vice-Principal and then reduced by three \$1,000 increments for Principal and three \$900 increments for Vice Principal.

Extra Degree and Responsibility Allowances: Increased by 5%.

Paid Maternity Leave: Wages equivalent to UIC benefit or 70% (65%) of regular wages, whichever is greater, for the 2-week waiting period.

Health and Welfare: Dental - Effective November 1, 1991, coverage is based on the 1989 (1988) ODA fee schedule.

Continuation of Benefits - Effective November 1, 1991, employer pays premium costs for spousal/dependent benefit coverage for one year or until spouse remarries or dependent ceases to be eligible (new).

Hastings County Board of Education at Belleville - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignantes et des Enseignants Franco-Ontariens* (Ind): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992 covering 778 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

* AEFO added to bargaining unit.

Wages:	Effective	<u>Sept. 1/91</u>
	General Increase	5.75%
	Teacher-Category D 0-6 years	\$23,132-\$32,063 (\$21,874-\$30,320)**
	Teacher-Category A1 0-11 years	\$28,910-\$49,939 (\$27,338-\$47,224)**
	Teacher-Category A4 0-12 years	\$33,435-\$62,980 (\$31,617-\$59,556)**
	Vice Principal 0-3 years	\$67,418-\$68,018 (\$63,720-\$64,320)***

Principal \$72,206-\$76,206
0-4 years (\$68,004-\$72,004)***

** Previous salary includes 0.45% conditional wage adjustment folded into wages June 1, 1991.

*** Previous salary includes flat rate above A4 maximum plus a percentage increase.

Paid Paternity Leave (new): 1 day's paid leave for attending the birth of a child.

Paid Maternity Leave: Wages equivalent to 75% (50%) of the UIC benefit during the 2-week waiting period.

Paid Sick Leave: 20 days per year of service (unchanged) with a maximum accumulation of 230 (220) days.

Paid Committee Leave (new): Time spent on Employer initiated committee is paid.

Health and Welfare: Dental - Effective September 1, 1991, coverage is based on the 1990 (1989) ODA fee schedule. Employer pays 65% (25%) of the premium costs for restorative and orthodontics services.

Kent County Board of Education at Chatham - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 608 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Feb. 1/92</u>	<u>Sept. 1/92</u>
General Increases		4.9%	1.6%	4.5%**
Pay Equity Adjustments		*		
Teacher-Category A 0-11 years		\$26,080-\$49,091 (new)	\$26,497-\$49,876	\$27,689-\$52,120
Teacher-Category 4 0-10 years		\$28,982-\$49,091 (\$27,628-\$46,091)	\$29,446-\$49,876	\$30,771-\$52,120
Teacher-Category 7 0-11 years		\$34,480-\$61,758 (\$32,869-\$58,873)	\$35,032-\$62,746	\$36,608-\$65,570

Principal \$69,344-\$74,439 \$70,454-\$75,630 \$73,624-\$79,033
0-2 years (\$66,105-\$70,962)

* Categories 1, 2 and 3 are eliminated and replaced with a new Category A.

** Additional increase if the CPI - 1986=100 for July 1992 increases by more than 5% above the July 1991 index. Triggered at 4.5% and capped at 6.0%.

Continuing
Education (new):

Effective

Sept. 1/91

Sept. 1/92

Summer School

Teacher

\$32.92 per
classroom hour

\$34.40 per
classroom hour

Principal

\$5,157 per year

\$5,389 per year

Continuous Intake

Teacher

\$27.70 per
classroom hour

\$28.95 per
classroom hour

Responsibility
Allowances:

Vice-Principal, Supervisor, and Teacher Acting for Principal - Allowances increased in accordance with the general salary increases.

Co-ordinator - Effective September 1, 1991, \$8,904 (\$7,080) per year. Effective February 1, 1992, \$9,046. Effective September 1, 1992, \$9,453.

Health and
Welfare:

Life Insurance and AD & D - Effective January 1, 1992, benefit is 3 times basic salary to a maximum of \$135,000 (\$120,000).

Vision - Effective January 1, 1992, maximum claim is \$200 (\$150) every 2 years.

Continuation of Benefits - Employer continues to share premium costs for health and welfare benefits for up to 12 (5) months for employee on extended maternity leave

Educational
Leave Fund:

Employer Contribution - \$125,000. (Previously, employer contributed \$196 per teacher to the fund.) Effective September 1, 1992, \$130,000.

Metropolitan Toronto Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignantes et des Enseignants Franco-Ontariens (Ind.) (elementary school teachers): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 4,300 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 7 1/2 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 6/92</u>
General Increases		2.5%	3.17%
Pay Equity Adjustments		Categories B, C and D are eliminated and replaced with a new Category A0	
Additional Adjustments		Program Co-ordinator II classification is added; Vice-Principal/Assistant Program Co-ordinator Categories A1-A4 are replaced by single wage range	
Teacher-Category A0 0-10 years		\$27,227-\$45,340 (new)	\$28,090-\$46,778
Teacher-Category A1 0-10 years		\$29,595-\$49,283 (\$28,873-\$48,081)	\$30,533-\$50,845
Teacher-Category A4 0-10 years		\$35,470-\$61,551 (\$34,605-\$60,050)	\$36,595-\$63,502
Vice-Principal, Program Co-ordinator II and Assistant Program Co-ordinator 0-4 years		\$66,496-\$68,347 (\$61,821-\$63,347 for Categories A1-A3; \$64,874 -\$66,680 for A4)	\$68,604-\$70,514
<u>Principal and Program Co-ordinator I</u> 0-4 years			
"A" School Less than 550 students		\$70,587-\$78,127 (\$68,865-\$76,221)	\$72,824-\$80,603
"B" School 550 students or more		\$72,085-\$79,648 (\$70,327-\$77,705)	\$74,370-\$82,172
Effective		<u>Sept. 1/92</u>	<u>Jan. 4/93</u>
General Increases		3%	1%*
Teacher Category A0		\$28,933-\$48,181	\$29,222-\$48,663
Teacher Category A1		\$31,449-\$52,371	\$31,763-\$52,894
Teacher Category A4		\$37,692-\$65,407	\$38,069-\$66,062

Vice-Principal, Program Co-ordinator II and Assistant Program Co-ordinator	\$70,662-\$72,629	\$71,369-\$73,355
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Principal and
Program
Co-ordinator I

"A" School	\$75,009-\$83,021	\$75,759-\$83,851
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"B" School	\$76,601-\$84,638	\$77,367-\$85,484
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* Additional increase to equal the percentage increase in the Metro Toronto CPI from September 1991 to September 1992 minus 3%. Formula triggers at 4% and salary increase is capped at 2.5%.

Continuing Education Pay:	Effective January 1, 1992, increased by 10%. Effective September 1, 1992, increased by a further 10%.
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Student Supervisor Pay:	Effective September 1, 1991, \$13 (\$12) per hour for teacher who supervises students in place of regular student supervisor or heritage language instructor. Effective September 1, 1992, \$14 per hour.
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Annual Responsibility Allowances:	Effective January 6, 1992, increased by 6% for Supervisor, Resource Teacher, Assessment and Programming Teachers, Teachers in Catholic Teachers' Centre and Consultant, and increased to \$1,000 (\$800) for Teacher-in-Charge. Pro-rated for part-time assignments (new).
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Special Education Allowances:	Effective December 1, 1991, \$1,200 per year for specified classes. (Previously, \$602-\$1,174 depending on special education certification). Pro-rated for part-time assignments (new).
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Paid Parental Leave:	Wages equivalent to the UIC benefit for the 2-week waiting period (new).
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Health and Welfare:	<u>Vision</u> - Effective November 1, 1991, maximum claim is \$150 (\$75) per person every 2 years.
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Dental - Effective January 2, 1992, coverage is based on the 1991 (1990) ODA fee schedule and employer pays 100% (80%) of premium costs for major restorative and orthodontic services. Effective January 1, 1993, the 1992 ODA fee schedule.

Mileage Allowance:	Effective November 1, 1991, 34¢ (28.5¢) per kilometre up to 5,000 kilometres and 27¢ (22.5¢) per subsequent kilometre.
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Paid Preparation Time:	Effective September 1, 1992, 130 (100) minutes per week.
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Peel Board of Education at Mississauga - Federation of Women Teachers'

Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 3,818 employees settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	Sept. 1/91	Jan. 1/92	Sept. 1/92
General Increases		3%	2.8%	4.9%**
Pay Equity Adjustments			Three pre-degree categories were amalgamated into Category A	
Teacher Level A 0-10 years			\$28,646-\$53,981 (new)	\$30,049-\$56,626
Teacher Level 4 0-10 years		\$28,980-\$52,511 (\$28,136-\$50,981)	\$29,791-\$53,981	\$31,251-\$56,626
Teacher Level 7 0-11 years		\$36,039-\$61,923 (\$34,989-\$60,119)	\$37,048-\$63,657	\$38,864-\$66,776
Vice-Principal 0-4 years		\$59,756-\$68,425 (\$58,015-\$66,431)	\$61,429-\$70,341	\$64,439-\$73,787
Co-ordinator 0-4 years		\$68,115-\$75,546 (\$66,131-\$73,345)	\$70,023-\$77,662	\$73,454-\$81,467
Principal 0-4 years		\$73,069-\$80,500 (\$70,940-\$78,155)	\$75,115-\$82,754	\$78,796-\$86,809

** Additional increase to equal the percentage increase in the Ontario CPI from April 1992 to April 1993. Triggered at 6% and capped at 6.9%.

Lump Sum Payment: Effective January 1, 1992, \$500 per employee on payroll from September 1991 to December 1991, pro-rated for less.

Allowances: Responsibility allowances for Consultant and Resource Teacher and degree allowances increased in accordance with the general increases.

Welland County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association (Ind.) (secondary school teachers):
A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 255 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>June 1/92</u>
	General Increases	5.3%	.5%
	Additional Adjustments	Teacher-Categories A3 and A4 maximums reached after 12 (13) years	
	Teacher-Category A1 0-12 years	\$28,589-\$50,018 (\$27,150-\$47,500)	\$28,732-\$50,268
	Teacher-Category A4 0-12 years	\$34,210-\$62,411 (\$33,214-\$58,767)	\$34,381-\$62,723
	Effective	<u>Sept. 1/92</u>	<u>Feb. 1/93</u>
	General Increases	4.5%	1%
	Teacher-Category A1	\$30,025-\$52,530	\$30,325-\$53,055
	Teacher-Category A4	\$35,929-\$65,545	\$36,288-\$66,201

Continuing Education Pay: Teachers - Effective September 1, 1991, \$30.11 (\$28.49) per hour including 4% vacation pay. Effective September 1, 1992, \$31.46. Effective February 1, 1993, \$31.78.

Master Tutor Programme Pay (new): \$11 per lesson.

Annual Responsibility Allowances:	Effective	<u>Sept. 1/91</u>
	<u>Principal</u>	
	0-500 students	\$13,700-\$14,400 depending on years of experience to a maximum of 3 years. (Previously, \$10,559 for 0-100 students, \$12,132 for 101-300 and \$13,707 for 301-500.)
	501-700 students	\$15,300-\$16,000 depending on years of experience (Previously, \$15,280)
	701+ students	\$17,500-\$18,400 depending on years of experience (Previously, \$17,486)

Vice Principal

0-500 students \$6,900-\$7,500 depending on
years of experience to maximum of 3 years
(Previously, \$5,280 for 0-100 students,
\$6,066 for 101-300 and
\$6,854 for 301-500.)

501-700 students \$7,700-\$8,300 depending on
years of experience
(Previously, \$7,640)

701+ students \$8,800-\$9,500 depending on
years of experience
(Previously, \$8,743)

Consultant \$7,937 (\$10,559)

Major Head \$3,455 (\$3,155)

Effective September 1, 1992, increased by 4.5% for Principal,
Vice-Principal and Consultant, and by 5% for Major Head, Minor
Head, Assistant Head and Administrative Co-ordinator.

Related Experience Allowance: \$260 (\$200) per year of experience to a maximum of 10 years.

Paid Paternity Leave: Up to 2 (1) days' paid leave upon the birth of a child.

Paid Adoption Leave: Up to 3 (1) days' paid leave upon the adoption of a child.

Paid Pregnancy/ Parental Leave: Wages equivalent to the UIC benefit for the 2-week waiting
period (new).

Paid Sick Leave: Continuing Education Teachers (new) - 2 days per month of
teaching during the regular school year.

York Region Board of Education at Aurora - Federation of Women Teachers'
Associations of Ontario and Ontario Public School Teachers'
Federation (Ind.): A 24-month renewal agreement effective from
September 1, 1991 to August 31, 1993, covering 2,489 employees,
settled at the bargaining stage. Duration of negotiations - 8
months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Feb. 1/92</u>	<u>Sept. 1/92</u>
	General	5%	1%	5%*
	Increases			

Teacher- Category D 0-5 years	\$22,523-\$31,287 (\$21,450-\$29,797)	\$22,748-\$31,600	\$23,885-\$33,180
Teacher- Category A1 0-10 years	\$30,467-\$51,552 (\$29,016-\$49,097)	\$30,772-\$52,068	\$32,311-\$54,671
Teacher- Category A4 0-10 years	\$35,580-\$64,049 (\$33,886-\$60,999)	\$35,936-\$64,689	\$37,733-\$67,923
Vice- Principal 0-4 years	\$64,920-\$70,133 (\$61,829-\$66,793)	\$65,569-\$70,834	\$68,847-\$74,376
Principal 0-4 years	\$72,763-\$80,322 (\$69,298-\$76,497)	\$73,491-\$81,125	\$77,166-\$85,181

* Additional increase to equal the percentage increase in the Ontario CPI from April 1992 to April 1993, triggered at 5% and capped at 6%. Payable in June 1993 and folded into wages, responsibility and additional degree allowances at the end of the contract.

Allowances: Responsibility and Additional Degree/Certificate - Increased in accordance with the general salary increases.

Paid Pregnancy/
Adoption Leave
(new): Effective September 1, 1992, \$250 per week for the UIC 2-week waiting period for full-time employees. Pro-rated for part-time employees.

Health and
Welfare: Dental - Coverage is based on the 1991 (1990) ODA fee schedule. Maximum lifetime claim for orthodontic services is \$3,000 (\$2,000) per person. Effective February 1, 1992 and 1993, coverage is based on the 1992 and 1993 ODA fee schedules respectively.

Mississauga Public Library Board - Local 1989, Canadian Union of Public Employees (CLC) (full-time and part-time librarians, office and technical employees): Two 24-month renewal agreements effective from January 1, 1991 to December 31, 1992, covering 360 employees, settled with mediation assistance. Duration of negotiations - 8 1/2 months.

Wages:	Effective	<u>Jan. 1/91*</u>	<u>Jan. 1/92**</u>
	Increases	4.5% for full-time employees; 0% for Pages	4.5% for full-time employees

Full-time
Employees
Annual Rates

Librarian	\$16,760-\$19,815	\$17,514-\$20,707
Assistant I	(\$16,038-\$18,962)	
0-42 months		

Librarian II	\$35,699-\$42,842	\$37,305-\$44,770
0-48 months	(\$34,162-\$40,997)	

Part-time
Employees
Hourly Rates

Librarian	\$8.81-\$10.42
Assistant I	(\$8.81-\$10.42)

Librarian II	\$18.77-\$22.53
	(\$18.77-\$22.53)

Maximum hourly rate is reached after 6,370 hours for Librarian Assistant I and after 7,280 hours for Librarian II.

* Effective January 1, 1991, wages increased by 4.5% for part-time employees who worked 52 weeks in 1990 with a minimum of 7 hours per week. However, majority of part-time employees were ineligible for this increase and therefore received no increase in rates that were in effect at the expiry of the previous agreement.

** Effective January 1, 1992, wage reopener for Pages and part-time employees.

Negotiations
Leave:

Full and part-time employees - Effective October 1, 1991, employee receives regular wages for negotiating meetings with the employer during regularly scheduled shift (new).

Health and
Welfare:

Dental (full-time) - Effective May 1, 1991, coverage is based on the 1991 (1990) ODA fee schedule. Effective May 1, 1992, the 1992 ODA fee schedule.

Continuation of Benefits (full-time) - Effective October 1, 1991 benefit coverage continues until the end of the month in which employee begins an unpaid leave of absence (new).

North York Public Library Board - Local 771, Canadian Union of Public Employees (CLC) (full-time and part-time employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 510 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	4.8%	4.6%
	<u>Annual Rates</u>		
	Group 1 (includes Clerk/Typist)	\$24,852.90-\$27,542.28 (\$23,714.60-\$26,280.80)	\$25,996.13-\$28,809.22
	Group 13* (includes Systems Librarian)	\$47,588.63-\$54,855.67 (\$45,409.00-\$52,343.20)	\$49,777.71-\$57,379.03
	* A consolidation of wage groups occurred during the term of the previous agreement.		
	Maximum rates are reached on merit and years of service.		
	The following provisions are effective October 24, 1991 unless stated otherwise.		
Standby Pay:	Effective the pay period following October 24, 1991, \$68 (\$55) per calendar week for eligible maintenance employee.		
Paid Vacation:	Full-time employee on completion of 30 years of service receives 1 additional week of vacation on a one time basis.		
Health and Welfare:	<u>LTD</u> - Maximum benefit is \$4,000 (\$3,500) per month. <u>Major Medical</u> - Effective November 1, 1991, Chiropractic coverage includes 12 visits per year after OHIP coverage (new). <u>Vision</u> - Effective November 1, 1991, maximum claim is \$165 (\$150) every 2 years. <u>Hearing (new)</u> - Effective November 1, 1991, maximum claim is \$400 every 2 years. <u>Dental</u> - Effective November 1, 1991, coverage is based on the 1991 (1990) ODA fee schedule. Effective April 1, 1992, the 1992 ODA fee schedule.		
Clothing Allowance:	Employees in the Shipping and Receiving Department are included in provision for 1 winter jacket or 1 windbreaker (new).		
Mileage Allowance:	Effective January 1, 1991, 36¢ (31¢) per kilometre. Effective January 1, 1992, 37¢.		

SERVICES TO BUSINESS MANAGEMENT

Canadian Press and Broadcast News Limited at Toronto and Ottawa - Local 213,
Newspaper Guild (AFL-CIO/CLC)* (office and technical employees):
A 24-month renewal agreement** effective from January 1, 1991 to December 31, 1992, covering 240 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 11 months.

*Previously, technical employees were represented by Local 52, Telegraph Workers (AFL-CIO/CLC).

**Previously, 2 collective agreements.

Wages:	Effective	<u>Jan. 1/91</u>	<u>Jan. 1/92</u>
	General Increases	5%	5%
	Additional Adjustments	\$25 per week for Secretary and \$15 per week for Editorial Assistant and TV Lister	
	<u>Weekly Rates</u>		
	<u>Editorial</u>		
	Group 10 (Messenger)	\$373.40 (\$355.62)	\$392.07
	Group 3 (includes Reporter Editor)	\$610.70-\$964.89 (\$581.62-\$918.94)	\$641.24-\$1,013.13
	Group 1 (Assistant Bureau Chief)	\$1,108.39 (\$1,055.61)	\$1,163.81

Maximum rate for Reporter Editor is reached after 5 annual increases.

Shift Premium:	7% of regular rate for all employees (unchanged). Applies only to overnight out-of-town assignments lasting 2 days or more for regular day employee. (Previously, applied to out-of-town on spot news assignments lasting 3 days or more.)
Acting Pay:	Employee temporarily transferred to higher classification receives appropriate rate in the higher classification after one-half (1 full) shift.
Paid Holidays:	An additional floating day is added for a total of 11 (10) days.
Paid Vacation:	Credits will continue to accrue during the first 6 months of maternity leave (new).

Paid Adoption Leave: Up to 6 weeks paid leave (new).

Health and Welfare: Vision - Effective January 1, 1992, maximum claim is \$140 (\$80) per family member every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Meal Allowance: \$8.50 (\$7.50) for employee required to work 3 hours or more beyond regularly scheduled hours.

Mileage Allowance: 28.5¢ (24.9¢) per kilometre.

Travel Costs Recovery Allowance (new): Employee receives non-recoverable travel costs when posted vacation dates are changed by employer.

FEDERAL ADMINISTRATION

National Research Council of Canada at Ottawa - Professional Institute (Ind.): A 24-month extended agreement effective from July 20, 1991 to July 19, 1993, covering 1,001 Ontario employees, settled by legislation*. Duration of negotiations - 3 1/2 months.

* Bill C-29.

Wages:	Effective	<u>July 20/92</u>
	General Increase	3%
	<u>Annual Rates</u>	
	37.5 hours week	
	Junior Research Officer/Research Council Officer 1	\$28,942-\$35,550
	Principal Research Officer/Research Council Officer 5	\$82,945-\$89,031 (\$80,529-\$86,438)
	Maximum rates are reached on merit.	

Treasury Board of Canada - Foreign Service Officers (Ind.): A 24-month renewal agreement effective from May 1, 1991 to April 30, 1993, covering 631 Ontario employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wage: Effective May 1/92

General 3%
Increases

FS-1 *\$32,945-\$46,617
 (\$33,309-\$45,259)

FS-2 \$45,681-\$65,225
 (\$44,350-\$63,325)

* Developmental Level abolished.

Standby Pay \$10 for every 8 hour period or portion thereof.
(new):

Paid Vacation: 6 weeks after 30 years of service (new).

Marriage Leave: 5 days' paid leave after 1 year's service (previously, part of Family related leave).

Severance Pay: Retirement - 1/2 week's pay per year of service to a maximum of 13 weeks pay after 10 (15) years of service.

Release for Incompetence/Incapacity and Probation - Maximum benefit is 28 weeks' pay. (Previously, no maximum.)

Retirement or Death - Maximum benefit of 30 (28) week's pay.

First Lay-off and Second Lay-off - Cap deleted. (Previously 28 weeks for first and 27 weeks for second.)

Treasury Board of Canada - Canadian Union of Professional and Technical Employees (Ind.) (translation group): A 17 1/2 month renewal agreement effective from November 1, 1991* to April 18, 1993, with wages retroactive to April 19, 1990, covering 418 Ontario employees, settled at the bargaining stage. Duration of negotiations - 16 months.

* Previous agreement expired April 18, 1990.

Wages: Effective Apr. 19/90 Apr. 19/92

General Increases 4.7% 3%

Annual Rates

TR-2 \$35,672-\$46,192 \$36,742-\$47,578
7 levels (\$34,071-\$44,118)

TR-4 \$49,097-\$59,110 \$50,570-\$60,883
6 levels (\$46,893-\$56,220)

The following provisions are effective November 1, 1991, unless specifically stated otherwise.

Shift Premium:	\$1 per hour worked between 4 p.m. and 8 a.m. (Previously, 50¢ per hour worked on a shift where at least half of the hours are between 6 a.m. and 6 p.m., and 60¢ per hour worked on a shift that starts between 10:00 p.m. and 2 a.m..)
Overtime Pay:	3 hours at applicable overtime rate once per 8-hour period for work on a day of rest or applicable overtime rate for hours worked, whichever is greater. (Previously, applicable overtime rate for hours worked.)
Weekend Premium:	75¢ (60¢) per scheduled hour worked at straight time rate on Saturday and Sunday.
Multilingual Premium (new):	4% of earnings for employee who regularly works in 3 languages, including 2 non-official languages.
Responsibility Pay:	Employee who is not an interpreter receives \$40 (\$25) per day when temporarily assigned interpretation duties.
Call Back Pay:	Minimum 3 hours at applicable overtime rate once per 8-hour period. (Previously, minimum 4 hours at applicable overtime rate.)
Acting Pay:	Employees at levels TR-1 to TR-3 and at level TR-4 who are temporarily transferred to higher classification for 5 (10) days and 10 (20) days respectively receive appropriate rate in the higher classification.
Payment in Lieu of Paid Holidays (part-time):	4.25% (4%) of straight time rate.
Paid Vacation:	6 weeks for full-time employees after 30 years of service and pro-rated for part-time employees (new).
Parliamentary and Interpretation Leave:	Maximum 50 days' compensating leave per fiscal year for employee with more than 12 years of parliamentary/interpretation service. (Previously, maximum 50 days' entitlement applied only to employee who was entitled to parliamentary/interpretation leave on September 30, 1971.)
Meal Allowance:	\$6 (\$5) after 3 hours of overtime.
Severance Pay:	<u>First Lay-off</u> - 2 weeks' pay for the first year of service and 1 week's pay per additional year of service (unchanged) with no maximum. (Previously, maximum of 28 weeks.) <u>Second or Subsequent Lay-off</u> - 1 week's pay per year of service, less any previous severance pay (unchanged), with no maximum (Previously, maximum of 27 weeks.)

Retirement or Death - Eligible employee receives 1 week's pay per year of service (unchanged), pro-rated for partial years (new), to a maximum of 30 (28) weeks' pay.

Rejection on Probation - 1 week's pay per year of service for employee with more than 1 year of service to a maximum of 27 (26) weeks' pay.

Release for Incompetence - 1 week's pay per year of service for employee with more than 10 years of service to a maximum of 28 weeks' pay (new).

Treasury Board of Canada - Public Service Alliance (CLC): A 24-month master settlement to renew 27 agreements effective between March 1, 1991 and January 1, 1992 to expire between February 28, 1993 and December 31, 1993, covering 60,784 Ontario employees, settled by back-to-work legislation during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	12 months after effective date of respective agreement
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General Increase	3%
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Clerical and Regulatory
Group (CR)

Annual Rates

Effective	<u>June 12/92</u>
CR-1	\$16,999-\$19,414
6 levels	(\$16,504-\$18,849)
CR-7	\$38,112-\$41,724
4 levels	(\$37,002-\$40,509)

Maximum rates are reached on merit.

LOCAL ADMINISTRATION

Durham Regional Municipality at Whitby - Local 1764, Canadian Union of Public Employees (CLC) (inside and health services employees):
A 24-month renewal agreement effective from July 1, 1991 to June 30, 1993, covering 700 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 1/91</u>	<u>July 1/92</u>
	General Increases	5%	5%

Annual Rates

Clerk 1	\$21,636 (\$20,606)	\$22,718
Senior Planner 2	\$55,941 (\$53,277)	\$58,738

Additional Adjustments - Effective July 1, 1991 and January 1, 1992, minor restructuring of wage schedule. Effective January 1, 1992 and 1993, \$600-\$1,200 for certain classifications.

The following provisions are effective November 1, 1991, unless specifically stated otherwise.

Shift Premium: Rotating Shift Employees - Effective July 1, 1991, 74¢ (70¢) per hour if shift starts between noon and 2:00 a.m. Effective July 1, 1992, 78¢.

Pay for Work on Paid Holidays: Double time (time and one-half) for work on Christmas Day.

Health and Welfare: Life Insurance - Benefit is twice basic annual salary (unchanged) to a maximum of \$114,000 (\$105,000). Effective July 1, 1992, \$120,000.

LTD - Benefit is 66 2/3% of basic earnings (unchanged) to a maximum of \$3,000 (\$2,500) per month. Effective July 1, 1992, \$3,200.

Vision - Maximum claim is \$150 (\$130) per person every 2 years. Effective July 1, 1992, \$175.

Dental - Maximum annual claim for all benefits is \$1,750 (\$1,500) per person. Maximum lifetime claim for orthodontic services is \$1,750 (\$1,500) per dependent child.

Vehicle Allowance: Effective January 1, 1992, all rates are increased by 5%. Effective January 1, 1993, increased by a further 5%.

Ottawa City Corporation - Local 503, Canadian Union of Public Employees (CLC)
(full-time and part-time inside and outside employees): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 1,700 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/91</u>
	General Increase	5.2%
	Group I (includes General Labour)	\$14.23 (\$13.53)

Electrician III	\$19.34
	(\$18.38)

Annual Rates

Clerk I \$19,917.84-\$24,904.10
(\$18,933.20-\$23,673.00)

Administration	\$47,254.22-\$56,374.76
Officer VIII	(\$44,918.38-\$53,588.08)

Maximum rate for Clerk I is reached after 6 years and for Administration Officer VIII after 5 years.

Paid Vacation: Employee receives 1 week additional vacation in the 30th year of service only (new).

Health and Welfare: The following provisions are effective October 2, 1991 unless stated otherwise.

Life Insurance - Benefit is \$60,000 (\$55,000).

LTD - Maximum benefit is \$3,000 (\$2,000) per month.

Vision - Maximum claim is \$250 (\$200) every 2 years.

Dental - Coverage is based on the 1990 (1989) ODA fee schedule.

Tool Allowance: Welder I, II and III, Machinist and Body Repairer/Painter I and II and Welder/Fitter are eligible for the tool allowance (new).

Ottawa Police Services Board, previously Ottawa Board of Commissioners of Police - Police Association (Ind.) (civilian employees): A 12-month renewal agreement effective from January 1, 1991 to December 31, 1991, covering 255 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/91	Apr. 1/91	July 1/91
	General Increases	3%		3%
	Internal Equity Adjustments		Restructuring of wage schedule	
	Group 1 (Switchboard Operator)	\$12.97-\$15.60 (\$12.60-\$15.15)	\$14.97-\$16.92	\$15.42-\$17.43
	Group 9 (10) (Senior Analyst Programmer)	\$28.11-\$31.83 (\$27.29-\$30.90)	\$25.93-\$31.83	\$26.71-\$32.29

Maximum rates for Switchboard Operator and Senior Analyst Programmer are reached after 3 annual increases.

Paid Holidays:	1 floating day is added for a total of 12 (11) days.
Bereavement Leave:	1 day's paid leave upon death of spouse's grandparent (new).
Paid Maternity Leave (new):	2 weeks at 93% of weekly wage plus an additional 15 weeks at the difference between 93% of weekly wage and the UIC benefit.
Sick Leave Gratuity:	50% of unused sick leave to a maximum of 195 (160) days' pay upon termination, retirement or death. Eligibility is 5 years of service.
Paid Legal Services (new):	Employer pays reasonable legal costs for employee charged with and acquitted of a criminal or statutory offence during the performance of regular duties.

Vaughan Town Corporation - Local 1090, Canadian Union of Public Employees (CLC) (inside and outside employees): Two 24-month renewal agreements effective from January 1, 1991 to December 31, 1992, covering 387 employees, settled during a work stoppage in post mediation bargaining. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>May 1/91</u>
	General Increases	3%	1.75%
	<u>Inside Employees</u>		
	<u>Bi-weekly Rates</u>		
	Clerk	\$790.77-\$839.14	\$804.61-\$853.82
	Typist III	(\$767.74-\$814.70)	
	Planner	\$1,624.80-\$1,748.22	\$1,653.23-\$1,778.81
		(\$1,577.48-\$1,697.30)	
	<u>Outside Employees</u>		
	Labourer	\$14.32	\$14.57
		(\$13.90)	
	Electrician	\$18.04	\$18.36
		(\$17.51)	
	Effective	<u>Jan. 1/92</u>	
	General Increase	4.25%	
	<u>Inside Employees</u>		
	Clerk Typist III	\$838.81-\$890.11	

Planner \$1,723.49-\$1,854.41

Outside Employees

Labourer \$15.19

Electrician \$19.14

Note: Effective June 1, 1991, internal equity plan is implemented; however, specific adjustments are to be determined during the period of this agreement.

Maximum rates are reached after 2 years for Clerk Typist III and Planner.

The following provisions apply to both inside and outside employees, unless stated otherwise. Provisions are effective from November 1, 1991, except where otherwise indicated.

Shift Premium: 0-65¢-75¢ (0-60¢-70¢).

Overtime Pay: Double time for all hours worked in excess of regularly scheduled work day or week and for all hours worked on a statutory holiday or scheduled day off. (Previously, time and one-half for hours worked in excess of regularly scheduled work day or week and for all hours on Saturday, and double time for all hours worked on Sunday, statutory holiday and, for outside employees only, between midnight and normal starting time Monday to Saturday.)

Crew Leader Premium (outside employees): \$1 (25¢) per hour worked as Crew Leader over 3 or more other employees.

Responsibility Pay: \$1 per hour when assigned management responsibilities for 1 day or more (new).

Acting Pay (outside employees): Employee temporarily transferred to higher classification for 3 or more hours (previously, for the full period preceding or following the lunch break), receives appropriate rate in the higher classification.

Paid Vacation: Effective July 1, 1992, 5 weeks after 14 (15) years of service.

Bereavement Leave: 1 day's paid leave upon death of first generation niece and nephew (new).

Paid Personal Leave: Maximum 3 days of accumulated sick leave credit may be used for personal leave (new).

Health and Welfare: LTD - Benefit is 75% of earnings to a maximum of \$3,500 (\$2,500) per month.

Vision - Maximum claim is \$160 (\$150) per person every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Continuation of Benefits (new) - Employer pays 100% of premium costs for the following for eligible retirees:

Life Insurance - Benefit is \$6,000.

Vision - Maximum claim is \$150 per person every 2 years.

Dental - Plan provides basic dental coverage based on the 1989 ODA fee schedule.

Meal Allowance: \$7 (\$6.50) after 3 hours of overtime.

Addenda

August 1991 Settlement

FORESTRY

Abitibi-Price Inc., Lakehead Woodlands Division at Thunder Bay - Local 2693.

IWA-Canada (AFL-CIO/CLC): A 36-month renewal agreement effective from September 1, 1990 to August 31, 1993, covering 250* employees, settled with mediation assistance during a work stoppage and ratified in August 1991. Duration of negotiations - 9 months.

* Includes 200 employees currently on lay-off status.

Wages:	Effective	<u>Sept. 1/90</u>	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
Increases				
Hourly Rates	85¢	5.5%	5.5%	5.5%
Piece Work Rates	5%	5.5%	5.5%	5.5%
Monthly Rates	\$147.05	5.5%	5.5%	5.5%
Additional Adjustments	Minor wage schedule restructuring			
<u>Hourly Rates</u>				
General Labourer	\$17.16 (\$16.31)	\$18.10	\$19.10	\$19.10
Class A Trades	\$20.98 (\$20.13)	\$22.13	\$23.35	\$23.35

Monthly Rates

40 hours per week

Maintenance	\$3,655.27	\$3,856.31	\$4,068.41
Electrician	(\$3,508.22)		

Shift Premium: Effective September 1, 1991, 0-55¢-65¢ (0-45¢-55¢).

Yard Premium (Skilled Trades): 50¢ (40¢) per hour when assigned for 1 full shift or more in main camp or garage yard.

Bush Garage Premium (Skilled Trades): 50¢ (40¢) per hour when assigned to bush garage.

Isolation Premium (Skilled Trades): 50¢ (40¢) per hour worked away from the main camp or central garage.

Health and Welfare: Life Insurance - Effective August 21, 1991, benefit is \$50,000 (\$40,000).

LTD - Effective August 21, 1991, benefit is 55% (50%) of monthly earnings.

Weekly Indemnity - Maximum benefit is \$425 (\$400). Effective September 1, 1991 and 1992, \$445 and \$465 respectively.

Dental - Coverage continues to be updated each September 1 to the previous year's ODA fee schedule.

Vision (new) - Effective January 1, 1991, employer pays 100% of the premium costs. Maximum claim is \$75 per family member every 2 years.

Continuation of Benefits - Effective August 21, 1991, employer maintains benefit coverage for employee on lay-off to the end of the month of lay-off (new).

Pension Plan: Defined Contribution Plan - Effective September 1, 1991, employer contributes \$55 (\$45) per month per employee, with an additional \$55 (\$45) conditional on employee contributing \$55 (\$45).

Severance Pay: Maximum deleted. (Previously, maximum 30 weeks.)

Tool/Personal Belongings Insurance: Employer pays 100% (unchanged) of premiums to cover loss up to \$2,500 (\$2,000).

Protective Clothing Subsidy: Effective August 21, 1991, employer will sell to employee, safety boots at \$20 (\$15) below invoice price.

Travel Allowance: Effective August 21, 1991, increased by 6%. Effective September 1, 1991 and 1992, increased by a further 6% in each year.

September 1991 Settlements

FOOD AND BEVERAGE

Steinberg Inc., Trillium Meats Division at Etobicoke - Local 633, Food and Commercial Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 26, 1990 to June 23, 1992, covering 400 employees, settled by arbitration in September 1991. Duration of negotiations - 14 months.

Wages:	Effective	<u>June 25/90</u>	<u>June 24/91</u>
	Increases*	60¢	60¢
	Additional Adjustments	Minor restructuring of wage schedule	
	Meat Processor 0-18 months	\$9.07-\$15.13 (\$9.07-\$14.53)	\$9.07-\$15.73
	General Help 0-30 months	\$8.10-\$11.64 (\$8.00-\$11.04)	\$8.20-\$12.24
	Certified Tradesperson	\$18.60 (\$18.00)	\$19.20

Previous start rate for General Help reflects a 61¢ increase during the previous agreement.

* Increases pro-rated from 60¢ on the top rates to 0-10¢ on the start rates depending on classification. Production Handler II and Sanitation Operator II receive 60¢ on start and top rates.

Economic Adjustments: 8 quarterly payments of \$150 each for eligible full-time employee (unchanged).

FINANCE, INSURANCE AND REAL ESTATE

Ontario Blue Cross at Toronto - Local 1, OHA/Blue Cross Employees' Association (Ind.) (office and clerical employees): A 24-month renewal agreement effective from August 24, 1991 to August 23, 1993, covering 320 employees, settled at the bargaining stage and ratified in September 1991. Duration of negotiations - 2 1/2 months.

Wages:	Effective	<u>Aug. 24/91</u>	<u>Aug. 24/92</u>
	Increases	*	**

Additional Restructuring
Adjustments of wage schedule

Biweekly Rates

Grade 1	\$654-\$885	\$680-\$920
3 levels	(\$632-\$855)	
Grade 6	\$1,050-\$1,421	\$1,092-\$1,477
3 levels	(\$1,015-\$1,372)	

* Salary grids are increased by 3.5%. Each employee's salary is adjusted individually by 1% and by a further 3.5%-4.5% based on merit at time of performance appraisal.

** Salary grids are increased by 4%. Each employee's salary is adjusted individually by 4%-5% based on merit at time of performance appraisal.

Maximum rates are reached on merit.

Year End Bonus (new): One time payment of \$75 per employee payable in December 1991.

Paid Vacation: Effective January 1, 1992, 23 (22) days after 15 years of service, 24 (23) after 16, 25 (24) after 17 and 26 after 18 (new). Effective January 1, 1993, 27 days after 18 years and 28 after 20 (new).

Bereavement Leave: 3 days' paid leave upon death of grandparent. (Previously, 1 day to attend funeral with possible extension to 3 days.)

Health and Welfare: Major Medical - Up to \$12 (\$7) per visit to a registered masseur, chiropractor, osteopath, chiropractist and naturopath.

Vision - Maximum claim is \$225 (\$150) every 2 years.

Hearing (new) - Maximum lifetime claim is \$400.

Dental - Coverage continues to be based on the current year's ODA fee schedule. 60%-40% (50%-50%) co-insurance for dentures. 100% reimbursement, one time only, for pit and fissure sealants on secondary teeth for dependents under age 15 (new).

Lunch Subsidy: \$1 (90¢).

Labour Education Fund (new): Employer Contribution - 2¢ per regular hour worked for 5 union executive members and 7 union stewards per year.

HEALTH AND WELFARE SERVICES

Chatham Public General Hospital - Local 210, Service Employees International (AFL-CIO/CLC) (full-time and part-time service employees):
Two 12-month renewal agreements effective from April 1, 1991 to March 31, 1992, covering 350 employees, settled at the conciliation officer stage and ratified in September 1991.
Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/91</u>	<u>Oct. 1/91</u>
	General Increase	6%	
	Additional Adjustments		1%-3.7% for certain classifications; Dietary Aides I & II combined into one classification
	Housekeeping Light	\$12.505-\$12.843 (\$11.797-\$12.116)	\$12.710-\$13.054
	RNA	\$13.703-\$14.170 (\$12.927-\$13.368)	\$14.211-\$14.695
	Carpenter	\$15.141-\$15.880 (\$14.284-\$14.981)	\$15.391-\$16.142

Maximum rates are reached after 2 years.

The following provisions apply to both full-time and part-time employees, unless specifically stated otherwise.

Shift Premium:	0-45¢-45¢. (Previously, \$3.30 per shift.)
Weekend Premium (new):	Effective September 12, 1991, 45¢ per hour worked on Saturday and Sunday.
Standby Pay (full-time):	\$2.10 (\$1.40) per hour.
Paid Vacation (full-time):	4 weeks after 5 (8) years of service.
Vacation Pay (part-time):	8% after 7,501 (12,001) hours of service.
Payment in Lieu of Fringe Benefits (part-time):	<u>Current Employees</u> - 13% (14%) of straight time rate for employees who do not participate in pension plan and 9% (new) for employees who join pension plan. <u>New Employees</u> - Effective September 12, 1991, 9% of straight time rate for new employees for whom participation in pension plan is mandatory upon qualification (new).

Health and
Welfare:

Vision (full-time) - Maximum claim is \$120 (\$60) every 2 years.

Dental (full-time) - Coverage is based on the 1991 (1990) ODA fee schedule.

Continuation of Benefits for Employee on LTD (full-time) - Employer continues to contribute its share of premium costs for Major Medical, Dental and Semi-Private Hospitalization for 12 months for employee with less than 5 years of service, for 18 months after 5 years, and for 2 years after 10 years. (Previously, employer contributed to premium costs for 15 weeks for all employees on LTD).

PERSONAL SERVICES

Canadian Pacific Hotels Corporation, carrying on business as L'Hotel at Toronto - Local 351, Textile Processors (Ind.) (full-time and part-time service employees): A 36-month renewal agreement effective from June 1, 1991 to May 31, 1994, covering 250 employees, settled with mediation assistance and ratified in September 1991. Duration of negotiations - 5 months.

Wages:	Effective	<u>June 1/91</u>	<u>June 1/92</u>	<u>June 1/93</u>
	Average	5%	5%	4%
	Increases			
	Additional			
	Adjustments*			
	<u>Non-Gratuity</u>			
	<u>Employees</u>			
	Attendant	\$6.94 (\$6.13)	\$7.36	\$7.81
	Senior Tradesman Licensed	\$14.04 (\$13.20)	\$14.89	\$15.80
	<u>Gratuity</u>			
	<u>Employees</u>			
	Waiter/ess	\$6.21 (\$5.76)	\$6.59	\$6.99
	Bartender- Le Bar	\$9.17 (\$8.43)	\$9.73	\$10.32

* Additional adjustments ranging from .1%-10.1% are applied to various classifications incrementally throughout the 3-year term of this agreement in an effort to achieve parity with major competitors.

The following provisions are effective September 21, 1991, unless specifically stated otherwise.

- Shift Premium: Banquet House Person - 25¢ for all hours worked on a shift that begins between 11:00 p.m. and 2:00 a.m. (new).
- Acting Pay: Employee temporarily transferred to a higher classification for more than 4 hours receives appropriate rate in the higher classification for the duration of the assignment (new).
- Gratuities: Complimentary Duties - Room Service employees receive 45¢-\$8.40 (40¢-\$8) guaranteed gratuity for performing certain complimentary duties, and a further increase to 50¢-\$8.45 during the term of this agreement.
- Food and Beverage Sales - Room Service cashiers on duty receive a sum equivalent to .5% of total food beverage sales from Room Service gratuity pool (new). This gratuity is deleted for Door Persons in the Skylight and the Orchard Cafe. Banquet Department waiters/waitresses and bartenders receive 72 1/2% (75%) of total gratuities on food and beverage sales, and effective June 1, 1992, 75% of such gratuities.
- Baggage Handling and Other Organized Room Deliveries - \$2 (\$1.75) per delivery/bag in and out for Door Person (new) and Bell Person. Effective June 1, 1992, \$2.15. Effective June 1, 1993, \$2.30.
- Shoe Shine Service - \$2 per pair of shoes for Night Bell Person (new). Effective June 1, 1992, \$2.50. Effective June 1, 1993, \$3.
- Banquet Department - Effective June 1, 1992, employees receive distribution of 1/3 of any labour charge that is added on a bar function (new).
- Room Service Department - Employees receive distribution of 1/3 of any labour charge that is added on a bar function in a hospitality suite (new).
- Health and Welfare (full-time): Employer Contribution - \$90 (\$85) per month per employee towards the Union Health and Welfare Plan. Effective June 1, 1992, and 1993, \$95 and \$100 respectively.
- Safety Shoe Allowance (new): Up to \$35 every 2 years for full-time employees in the Maintenance and Kitchen Departments.
- Tool Allowance: Maintenance Department - \$75 (\$50) per year for tool replacement.

LOCAL ADMINISTRATION

Hamilton-Wentworth Regional Police Services Board, previously Hamilton-Wentworth Regional Board of Commissioners of Police at Hamilton - Police Association (Ind.) (uniform officers): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 660 employees, settled at the bargaining stage and ratified in September. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>	<u>Jan. 1/92</u>
	General Increases	4.5%	1.7%	5%*
	Constable 4th Class	\$27,128 (\$25,959.98)	\$27,589	\$28,969
	Constable 1st Class	\$49,324.00 (\$47,200.26)	\$50,163	\$52,671
	Staff Sergeant	\$62,134.00 (\$59,458.37)	\$63,191	\$66,350

* Conditional increase to maintain ranking with other large forces in Ontario, triggered at 5%.

Effective July 1, 1991, Senior Constable rate is 2% (1.5%) above 1st Class Constable rate.

Hours of Work:	Payment at straight time for missed lunch periods (new). <u>Compressed Work Week (new)</u> - 10 Hour schedules for C.I.D., Special Services, Identification, Community Services and Canine Unit.
Overtime Pay:	Time and one-half for work on regularly scheduled day off (new). <u>Overtime/Call-in</u> - 7 hours of paid rest prior to next shift (new).
Call Back Pay:	Minimum of 3 hours' pay at time and one half. (Previously, a minimum of 4 hours' pay at straight time.)
Standby Pay/ On Call (new):	3 hours' pay at straight time for each 12 hour period or part thereof and off-duty court appearances.
Off-duty Court Time:	Effective January 1, 1992, minimum 4 1/2 (4) hours' pay at straight time for court attendance during off-duty hours. Effective January 1, 1993, minimum 5 hours' pay. <u>Terminated/Retired Employee (new)</u> - Receives benefits/pay in effect on date of termination or retirement for court attendance.

Paid Voluntary Duty Assignments:	Time and one-half for each rank. (Previously, \$29 per hour for a minimum of \$87 per assignment for a Constable; \$33 per hour for a minimum of 3 hours for Staff Sergeant.)
Paid Vacation:	Effective January 1, 1992, 5 weeks after 15 (16) years of service and 7 weeks after 27 (30) years of service. Vacation entitlement will be credited for previous unbroken service with affiliated employers (new). Employee may accept cash in lieu of vacation leave during retirement year (new).
Bereavement Leave:	5 (3) paid days' upon death of immediate family member.
Paid Maternity Leave:	<u>SUB (new)</u> - Effective July 1, 1991, 75% of regular weekly earnings for period employee in receipt of UIC benefits.
Medical/Dental Leave (new):	Employee entitled to 2 half-days' paid leave for appointments.
Paid Union Leave:	Employer contributes maximum 900 (850) hours annually to maintain Association Bank Time at 1,800 (1,700) hours.
Sick Leave:	Credits not deducted if employee works first half of shift (new).
Health and Welfare:	<p>The following benefits are effective December 31, 1991 unless otherwise stated:</p> <p><u>Major Medical</u> - \$1,000 (\$200) per year for visits to Clerical Psychologists.</p> <p><u>Vision</u> - Maximum claim is \$250 (\$200) every 2 years.</p> <p><u>Hearing</u> - Maximum claim is \$300 every 3 years. (Previously, \$300 lifetime maximum).</p> <p><u>Dental</u> - 80%-20% (50%-50%) co-insurance on orthodontic services with maximum lifetime claim of \$2,000 (unchanged).</p>
Pension Plan:	Effective January 1, 1992, benefit is extended to include OMERS Permanent Partial Disability (new).
Plain Clothes Allowance:	Effective January 1, 1992, \$950 per year. (Previously, \$1,000 for plain clothes and \$500 for casual wear.) Pro-rated for employee on temporary plain clothes duty. (Previously, \$3.65 per day to a maximum of \$950 per year.)
Police College Allowance:	\$10 per day spent attending courses. (Previously, \$30 per week.)
Education Fund:	\$27,000 (\$25,000) for 1991. Increased based on the previous year's increase in CPI in each subsequent year (new).

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Industrial Relations Division
Office of Collective Bargaining Information

COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO

NOVEMBER 1991



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in November 1991. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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MINES

Denison Mines Limited at Elliot Lake - Locals 5762 and 5815, United Steelworkers (AFL-CIO/CLC) (production/maintenance and office/technical employees): Two 12-month* renewal agreements effective from September 2, 1991 to September 1, 1992, covering 984 employees, settled with mediation assistance. Duration of negotiations - 3 months.

* Mine is to be permanently shut down in the spring of 1992.

Wages:	Effective	<u>Sept. 2/91</u>
	General Increase	\$1.00
	COLA Fold-in	\$1.38
	Job Class 2 (Surface Labourer)	\$18.79 (\$16.41)
	Job Class 20 (Journeyman Electrician)	\$22.21 (\$19.83)
COLA:	1¢ per 0.35 point change in the CPI - 1961=100; using the July 1991 index as the base. Adjusted quarterly. (Basic formula is unchanged.)	
Lump Sum Settlement Payment:	\$300 per employee.	
Shift Premium:	0-50¢-60¢ (0-25¢-30¢).	
Sunday Premium:	\$2.25 (\$1.35) for scheduled hour worked. 50¢ (25¢) per hour for unscheduled hours worked.	
Vacation Bonus:	Eligibility is 1,000 (1,200) hours worked.	
Bereavement Leave:	Up to 3 days' paid leave upon death of son/daughter-in-law, grandparent and grandchild (new).	
Health and Welfare:	<u>Life Insurance for Retirees</u> - Benefit is \$8,000 (\$6,000). <u>Weekly Indemnity</u> - Benefit is \$496.25 (\$432.75). <u>Dental</u> - Effective January 1, 1992, coverage is based on 1989 (1988) ODA fee coverage. \$10 deductible is eliminated.	
Contracting Out:	Employer will notify the union 30 days in advance of contracting out (new).	
Paid Union Leave:	No loss of wages for the term of the agreement for Local President or designee for the purpose of conducting local union business. (Previously, 1 day per week.)	

Union Education Fund (new): Effective November 5, 1991, employer contributes \$5,000 for production/maintenance employees and \$1,000 for office/technical employees to the fund.

FOOD AND BEVERAGE

Rich Products of Canada Limited at Fort Erie - Local 440, Retail Wholesale Employees (AFL-CIO/CLC): A 36-month first agreement effective from November 4, 1991 to November 7, 1994, covering 214 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 1/91</u>	<u>Nov. 2/92</u>	<u>Nov. 1/93</u>
	General Increases		5%	5%
	Grade 01* (includes Q.C. Tester)	\$9.00-\$9.35 (\$9.00-\$9.35)	\$9.45-\$9.82	\$9.92-\$10.31
	Level I Maintenance	\$15.89-\$18.87 (\$15.89-\$18.87)	\$16.68-\$19.81	\$17.51-\$20.80

* Starting rates for Grade 1 to 9 are 80% of job rate in 1st year, 90% after 1 year, 100% at 2nd anniversary.

Lump Sum Settlement Payment: Effective December 12, 1991, \$800 per employee.

Hours of Work: 8 hours per day 40 hours per week.

Shift Premium: 0-30¢-30¢.

Paid Rest Period: Two 15 minute paid rest periods.

Overtime Pay: Time and one-half for all hours worked in excess of 40 hours per week.

Paid Holidays: New Year's Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day, Civic Holiday, plus 1 floating day and employee's birthday for a total of 11 days.

Paid Vacation: 2 weeks for less than 5 years service, 3 after 5, 4 after 12 and 5 after 20.

Bereavement Leave: Up to 3 paid days upon death of parent, child, including common-law to age 21, spouse, including common-law, sibling, mother/father-in-law. One day for grandparent, grandchild, sister/brother-in-law, son/daughter-in-law.

Jury Duty/Crown Witness Leave: Employee receives the difference between regular daily wages and fees received.

- Acting Pay: Employee temporarily assigned to higher classification, receives appropriate rate for duration of the assignment. Employee temporarily assigned to a lower classification receives lower rate after 2 days.
- Call Back Pay: Minimum of 3 hours' pay at time and one half.
- Health and Welfare: Employer pays 100% of the premium costs for the following benefits:
- Life Insurance and AD & D - Benefit is 1 1/2 times annual salary.
- Weekly Indemnity - Benefit is 66 2/3 of regular earnings to a maximum of \$408, payable on a 1/1/4/15 basis.
- Major Medical, Drug and Semi-Private Hospitalization - Annual deductibles of \$25 for single coverage and \$50 for family coverage. Maximum \$200 per year per person for visits to a Psychologist, Physiologist, or Speech Therapist, and for Orthopaedic shoes. Maximum \$250 per year for visits to a Chiropractor. \$7 per visit to a Massage Therapist to a maximum of 12 visits per year. Private Duty Nursing to a maximum of 50 eight-hour shifts per year.
- Vision - Maximum claim is \$100 every 2 years.
- Hearing - Maximum claim is \$350 every 2 years.
- Dental - Effective January 1, 1992, coverage is based on 1991 (1987) ODA fee schedule. Effective January 1, 1993 and 1994, the 1992 and 1993 ODA fee schedule respectively.
- Pension Plan: Basic Benefit - \$17.50 per month per year of service for non-contributory plan. Effective November 1, 1993, \$18 per month per year of future service.
- Sick Leave (full time): Effective January 1, 1992, 3 cumulative days per year to a maximum of 75 days for employee with one year of service. No payout for unused days.
- Uniform Allowance: Employer provides new uniforms/coveralls to eligible employees in each year of agreement.
- Safety Shoe Allowance: Effective November 1, 1991, \$40 (\$35). Effective November 1, 1992 and 1993, \$45 and \$50 respectively.

TOBACCO PRODUCTS

Imasco Limited, Imperial Leaf Tobacco Division at Aylmer - Local 10, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from November 1, 1991 to October 31, 1993, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Nov. 1/91</u>	<u>Nov. 1/92</u>
	General Increases	80¢	80¢
	Labour Group 2 (includes Paper Press Attendant)	\$15.15 (\$14.35)	\$15.95
	Labour Group 10 (Control Room Operator)	\$15.82 (\$15.02)	\$16.62
Shift Premium:	0-50¢-65¢ (0-45¢-60¢). Effective November 1, 1992, 0-55¢-70¢.		
Bereavement Leave:	Up to 3 days paid leave upon death of step-child (new).		
Health and Welfare:	<u>Weekly Indemnity</u> - Effective December 1, 1991, benefit payable after 3 (4) working days of certified illness.		

TEXTILE

Cambridge Towel Corporation, Elco Kitchen Products Limited and Fashion Screen Print Ltd. at Cambridge - Local 1441, Clothing and Textile Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from November 1, 1991 to October 31, 1992, covering 206 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Nov. 1/91</u>
	General Increase	20¢
	General Help	\$7.21 (\$7.01)
	Loom Fixer	\$11.86 (\$11.66)

WOOD

TDS Group Limited, TDS Division at Hagersville, London and Tillsonburg - Local 1-500, IWA-Canada (CLC): A 36-month renewal agreement effective from November 1, 1991 to October 31, 1994, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 25/91</u>	<u>Nov. 1/92</u>	<u>May 1/93</u>
	Increases			
	Tillsonburg	43¢	30¢	15¢

Hagersville/ London	35¢	24¢	12¢
Special Adjustments*	76¢	76¢	
Skilled Trades Adjustment**	25¢ for Class A Mechanic for Tillsonburg		
Additional Adjustments**	Minor job reclassifications for Hagersville		

Tillsonburg

Group 1 (includes Packer)	\$12.95 (\$12.52)	\$13.25	\$13.40
Crane Operator	\$13.85 (\$13.42)	\$14.15	\$14.30

Effective Nov. 1/93 May 1/94

Increases

Tillsonburg	30¢	15¢
Hagersville & London	24¢	12¢
Special Adjustments*	75¢	
Group 1	\$13.70	\$13.85
Crane Operator	\$14.60	\$14.75

Start Rates - Effective November 1, 1991, Class A Mechanic \$3.50 above start at Hagersville. Rates for all employees, regardless of category/position, hired after December 11, 1989 - \$9.93-\$10.68 (\$9.50-\$10.25) per hour, progressing to maximum after 12 months. Effective November 1, 1992, \$10.23-\$10.98. Effective May 1, 1993, \$10.38-\$11.13. Effective November 1, 1993, \$10.68-\$11.43. Effective May 1, 1994, \$10.83-\$11.58.

* For 11 employees hired between February 12, 1990 to March 5, 1990 in Tillsonburg. The first increase of 76¢ is effective November 1, 1991.

** Effective November 23, 1991.

COLA:

1¢ per 0.4 increase in the CPI - 1986=100 (1981=100) using the October 1991 index as the base. Triggered at 6%. Adjusted monthly. (Previously, formula did not trigger.)

Lump Sum Settlement Payment: 43¢ per hour per employee for all hours worked from October 31, 1991 to November 25, 1991.

Supplemental Premiums: Yard and Maintenance - Hagersville - Effective November 23, 1991, \$3.31 (\$2.98). Effective November 1, 1992, \$3.62; May 1, 1993, \$3.65; November 1, 1993, \$3.96; May 1, 1994, \$3.99.

Warehouse and Export Packing - Hagersville - Effective November 23, 1991, \$1.90 (\$1.50). Effective November 1, 1992 and 1993, \$2.15 and \$2.40 respectively.

Special Class - London - Effective November 23, 1991, \$3.21 (\$2.88). Effective November 1, 1992, \$3.52; May 1, 1993, \$3.55; November 1, 1993, \$3.86; May 1, 1994, \$3.89.

Paid Vacation: Effective January 1, 1992, 6 weeks after 28 (30) years of service. Effective January 1, 1994, 6 after 25.

Jury Duty/Crown Witness Pay: Effective November 23, 1991, \$85 (\$75) per day.

Health and Welfare: Life Insurance and AD & D - Effective January 1, 1992, benefit is \$22,000 (\$20,000). Effective January 1, 1993 and 1994, \$24,000 and \$26,000 respectively.

Life Insurance for Dependents (new) - Effective January 1, 1992, benefit is \$1,000 for spouse and children.

Weekly Indemnity - Effective January 1, 1992, benefit is \$245 (\$230). Effective January 1, 1993 and 1994, \$260 and \$275 respectively.

LTD - Effective January 1, 1993, benefit is \$1,150 (\$1,100) per month. Effective January 1, 1994, \$1,200.

Vision - Effective January 1, 1992, maximum claim is \$125 (\$100) every 2 years. Effective January 1, 1994, \$150.

Drug - Effective January 1, 1992, coverage is extended to include glucose monitors and ventilators.

Dental - Effective January 1, 1992, coverage is based on the 1990 (1989) ODA fee schedule. Effective July 1, 1993, the 1991 ODA fee schedule.

Continuation of Benefits - Effective January 1, 1992, drug coverage will be maintained during early retirement to age 65, if eligible for bridge/supplementary payment.

Pension Plan: Basic Benefit - Effective January 1, 1993, \$15 (\$14) per month per year of future service. Effective January 1, 1994, \$16.

Supplementary Early Retirement Benefit (new) - Effective January 1, 1992, \$50 per full month of retirement for employee

aged 60 and older when age plus service equals 95. Payable to age 65.

Paid Negotiation Leave: \$100 (\$85) per day for up to 3 union representatives from each location.

PAPER AND ALLIED

PNG Products Inc., PNG Packaging, previously DRG Inc., DRG Packaging Division, at Toronto - Local 466, Graphic Communications Union (AFL-CIO/CLC):
A 24-month renewal agreement effective from October 1, 1991 to September 30, 1993, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Oct. 1/91</u>	<u>June 1/92</u>	<u>Oct. 1/92</u>
General Increase		33¢	33¢	68¢
Group 20 (General Labour)		\$10.91-\$11.58 (\$10.58-\$11.25)	\$11.24-\$11.91	\$11.92-\$12.59
Group A (includes 8 Colour Cerutti Pressman)		\$20.64-\$22.15 (\$20.31-\$21.82)	\$20.97-\$22.48	\$21.65-\$23.16

Maximum rate for General Labour is reached after 12 months, and for Cerutti Pressman after 72 months.

Shift Premium: 0-65¢-65¢ (0-60¢-60¢). Effective October 1, 1992, 0-70¢-70¢.

Call back Pay: Effective November 24, 1991, 5 (4) hours' pay at regular rate or time worked at overtime, whichever is greater.

Paid Vacation: 1 additional week after 30, 35 and 40 years of service. Payable in the anniversary year only (new).

Bereavement Leave: 3 days' paid leave upon death of grandparent (new).

Health and Welfare: Weekly Indemnity - Benefit is payable for a maximum of 26 (15) weeks.

Dental - Effective January 1, 1992, coverage is based on 1990 (1989) ODA fee schedule. Effective January 1, 1993, the 1992 ODA fee schedule. Effective October 1, 1992, plan is extended to include Rider #1.

Pension Plan: Contributory Plan - Effective October 1, 1992, the employer and employee contributions increased by 1/4%.

Meal Allowance: Effective November 24, 1991, \$7 (\$5) after 2 hours of overtime.

Safety Shoe Allowance: \$50 (\$45) per year. Effective October 1, 1992, \$60 per year.

Tool Allowance: \$90 (\$75) per year for maintenance employees.

PRIMARY METAL

ITT Industries of Canada Limited, Aimco Division at St. Catharines - Local 199, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from November 4, 1991 to November 6, 1994, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Nov. 4/91</u>	<u>Nov. 2/92</u>	<u>Nov. 1/93</u>
General Increases		70¢	62¢	62¢
Skilled Trades Adjustments		25¢	25¢	25¢
Labour Grade 1 (Includes Labourer)		\$13.81 (\$13.11)	\$14.43	\$15.05
Labour Grade 10 (Includes Electrician/Electronic)		\$19.05 (\$18.10)	\$19.92	\$20.79

Shift Premium: 0-50¢-55¢ (0-40¢-45¢).

Paid Vacation: Effective November 2, 1992, 3 weeks after 4 (5) years of service, 4 after 12 (15) and 5 after 18 (20).

Bereavement Leave: Up to 3 consecutive working days paid leave, excluding weekends upon death of parent, step/parent-child, brother, sister, child, spouse and parent-in-law. (Previously, 3 consecutive days.)

Health and Welfare: Life Insurance and AD & D - Benefit is \$25,000 (\$21,000). Effective November 2, 1992 and November 1, 1993, \$27,000 and \$28,000 respectively.

Weekly Indemnity - Benefit is payable on a 1-1-5-39 (1-1-8-39) basis. Coverage is extended to include the 2nd day of out-patient surgery in excess of \$25.

Major Medical - Coverage includes prosthetics and other medical equipment or devices which require a prescription with a maximum lifetime claim of \$25,000 (new).

Vision (new) - Effective November 2, 1992, employer pays 100% of premium costs for prescription glasses. Maximum claim is \$100 per family member every 2 years.

Dental - Effective November 1, 1993, coverage is upgraded to Blue Cross #9 (#7) including periodontal, pit and fissure treatment, denture repair and sealant for children.

Continuation of Benefits - Benefit coverage for Drugs and Dental continues for up 2 years or remarriage for surviving spouse of employee (new).

Pension Plan: Basic Benefit - Benefit is \$11 per month per year of past service from January 1, 1971 to January 1, 1986. (Previously, \$6 from January 1, 1972 to December 31, 1979, \$8 from January 1, 1980 to December 31, 1982, \$11 from January 1, 1983 to December 31, 1985 and \$12 from January 1, 1986.) \$14 (\$12) per year of future service from January 1, 1992 to January 1, 1993. Effective November 2, 1992, \$15 from January 1, 1993 to January 1, 1994. Effective November 1, 1993, \$16.

Meal Allowance: \$7 (\$6) after 2 hours of overtime.

Safety Shoe Allowance: \$90 (\$85) per year. Effective November 1, 1992 and 1993, \$95 and \$100 respectively.

METAL FABRICATING

H. E. Vannatter Limited at Wallaceburg - Local 251, United Auto Workers (AFL-CIO):
A 36-month renewal agreement effective from December 17, 1991 to December 16, 1994, covering 205* employees, settled at bargaining stage. Duration of negotiations - 2 1/2 months.

* Includes 50 employees currently on lay-off status.

Wages:	Effective	<u>Dec. 17/91</u>	<u>Dec. 17/92</u>	<u>Dec. 17/93</u>
Increases				
Production Employee		30¢	30¢	35¢
Skilled Trades		40¢	40¢	45¢
Additional Adjustments		Q.C. Inspector RAD 2 classification deleted; 45¢ for Q.C. Inspector RAD 1		
General Helper		\$12.05 (\$11.75)	\$12.35	\$12.70
Maintenance-Electronics-Electrician		\$19.35 (\$18.95)	\$19.75	\$20.20

Start Rate - 80% of job rate; 85% after 90 days worked; 90% after 180 days worked and the job rate after 1 year.

(Previously, 50¢ per hour below job rate for the probationary period for all employees.)

Shift Premium: Tool and Die Employees - 10% (unchanged) with a \$1.85 cap (new).

Lead Hand Premium: 55¢ per hour. (Previously, 55¢ per hour above the highest rate of classification supervised.)

Safety Shoe Allowance: \$60 (\$50) per calendar year.

ELECTRICAL PRODUCTS

Alcatel Canada Wire Inc., previously Canada Wire and Cable Limited at Toronto - Local 521, Electrical Workers (UE) (CLC): A 36-month renewal agreement effective from September 24, 1991 to September 23, 1994, covering 284 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 24/91</u>	<u>Sept. 24/92</u>	<u>Sept. 24/93</u>
	General Increases	3%	4%	4%
	<u>Job Rates</u>			
	Labourer	\$14.76 (\$14.33)	\$15.35	\$15.96
	Electrician	\$21.18 (\$20.56)	\$22.03	\$22.91

Previous rate for Electrician reflects a 10% increase during previous agreement.

COLA: Effective December 1, 1991, percent per percent increase in the CPI - 1971=100, using the September 1991 index as the base. Adjusted annually and applied to the average Labour Grades established September 24, 1988. Triggered at 6% (5%) and capped at 30¢. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: Effective December 1, 1991, 0-42¢-52¢ (0-38¢-48¢).

Health and Welfare: The following Benefits are effective December 1, 1991, unless stated otherwise.

Life Insurance and AD & D - Benefit is \$22,000 (\$21,000). Effective October 1, 1992 and 1993, \$23,000 and \$24,000 respectively.

Weekly Indemnity - Benefit is \$325 (\$300). Effective October 1, 1992 and 1993, \$335 and \$350 respectively.

Dental - Coverage is based on the 1990 (1988) ODA fee schedule. Effective October 1, 1992 and 1993, the previous year's ODA fee schedule. Maximum lifetime benefit is \$1,000 (\$500).

Pension Plan: Basic Benefit - Effective December 1, 1991, \$20 (\$18) per month per year of service. Effective October 1, 1992 and 1993, \$22 and \$24 respectively.

Safety Shoe Allowance: Effective December 1, 1991, \$50 (\$38) per year.

NON-METALLIC MINERAL PRODUCTS

Consumers Glass, previously Domglas Inc., at Brampton - Local 260, Aluminium, Brick and Glass Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 2, 1991 to September 1, 1994, covering 650 employees, settled at the post conciliation stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sep. 2/91</u>	<u>Sep. 2/92</u>	<u>Sep. 2/93</u>
General Increases		2%	3%	4%
COLA Fold-in		2¢		
Additional Adjustments		Restructuring of wage grid*		
Skilled Trades Adjustment		Average 63¢		
Utility Labourer		\$12.30-\$13.57 (\$12.04-\$13.28)	\$12.67-\$13.97	\$13.18-\$14.53
Industrial Electrician** Instrument Technician (Previously, Licensed Electrician/ Ins. Tech.)		\$17.24-\$17.95 (\$14.58-\$16.48)	\$17.76-\$18.49	\$18.47-\$19.23

Maximum rate is reached after 6 months for Utility Labourer and after 30 (24) months for Industrial Electrician.

* Changes to Forming employees wage structure are effective from January 1, 1992.

** 25¢ License premium folded into base wage rate.

COLA: 1¢ per 0.35 point change in the CPI - 1971=100. Triggered at 5%. Adjusted quarterly. (Basic formula is unchanged.)

Shift Premium: Effective November 18, 1991, 0-28¢-35¢ (0-28¢-34¢).

First Aid Premium: 25¢ (20¢) per hour for assigned qualified attendant.

Health and Welfare: Vision - Maximum claim is \$70 (\$35) every 2 years.

Dental - Coverage is extended to include restorative, prosthodontic, periodontic and endodontic treatment with 50%-50% co-insurance and \$25/\$50 per year deductible for single and family coverage respectively. Maximum claim is \$1,000 per person per calendar year for all services. Effective January 1, 1992 coverage based on 1991 (1990) ODA fee schedule. Effective January 1, 1993 and 1994, the 1992 and 1993 ODA fee schedules respectively.

Pension Plan: Basic Benefit - Effective January 1, 1992, \$22 (\$20) per month per year of service. Effective January 1, 1992 and 1993, \$23 and \$24 respectively.

TRANSPORTATION

Mississauga City Corporation, Transit Division - Local 1572, Transit Union (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1991 to September 30, 1993, covering 556 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 1/91</u>	<u>Oct. 1/92</u>
General Increases		4.5%	4.5%
General Service		\$15.27 (\$14.61)	\$15.96
Operator		\$18.56 (\$17.76)	\$19.40
Licensed Mechanic/ Bodyman		\$19.84 (\$18.99)	\$20.73

Shift Premium: 75¢ (70¢) per hour for maintenance employees. Effective October 1, 1992, 80¢.

Sunday Premium:	Effective	<u>Oct.1/91</u>	<u>Oct.1/92</u>
	<u>Per Hour</u>		
General Service		\$3.82 (\$3.65)	\$3.99
Subway Cashier		\$3.87 (\$3.71)	\$4.05

Probationary Operator		
1 - 6 months	\$3.71 (\$3.55)	\$3.88
7 - 12 months	\$4.18 (\$4.00)	\$4.37
Building and Route Service, Mechanic's Helper and Apprentice	\$4.01 (\$3.84)	\$4.19
Operator	\$4.64 (\$4.44)	\$4.85
Licensed Mechanic and Bodyman	\$4.96 (\$4.75)	\$5.18

Lead Hand
Premium: 60¢ (55¢) per hour.

Training
Premium: Effective October 1, 1992, 65¢ (60¢) per hour.

Paid Vacation: Effective January 1, 1993, 4 weeks after 2 (3) years of service.

Vacation Pay
Entitlement: Effective January 1, 1992, time off beyond 10 days due to a certified illness or when in receipt of WCB benefits, will be counted as time worked during the vacation calculation period, provided the employee has worked 120 (90) days in that period.

Health and
Welfare: Life Insurance - Effective January 1, 1992, benefit is 2 (1 1/2) times employee's regular salary.

Vision - Effective May 1, 1993, maximum claim is \$180 (\$150) every 2 years.

Dental - Effective May 1, 1992 coverage based on the 1992 (1991) ODA fee schedule. Effective May 1, 1993, 1993 ODA fee schedule.

Continuation of Benefits for Early Retiree - Employer pays 50% of premium costs for Life Insurance and AD & D for employee retiring with an unreduced pension after 10 years of service. Payable to age 65 (new).

Safety Shoe
Allowance: Effective July 1, 1992, \$80 (\$70) per year.

Tool Allowance: \$6.15 (\$5.90) per week for mechanics and apprentices. Effective October 1, 1992, \$6.25.

Dry Cleaning
Allowance: \$180 (\$120) per year. Effective October 1, 1992, \$225.

Shortage
Allowance: \$235 (\$220) per year. Effective October 1, 1992, \$250.

Parking Authority of Toronto - Local 43, Canadian Union of Public Employees (CLC)
(full-time and part-time employees): Two 24-month renewal agreements effective from September 1, 1991 to August 31, 1993, covering 257 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
	General Increases	4.95%	4.75%*
	Attendant Grade 3	\$15.12 (\$14.41)	\$15.84
	Maintenance Grade 1	\$18.16 (\$17.30)	\$19.02

* Conditional wage reopener if the Toronto CPI for August, 1992, is greater than 6.25% over the August, 1991 index.

Student Rate - 62% (60%) of Grade 3 hourly rate and 65% (63%) after 3 years of service.

Paid Holidays: An additional floating holiday is added for a total of 13 (12) days per year.

Bereavement Leave: 4 (3) days' paid leave upon death of parent, child, brother, sister or spouse.

Citizenship Leave: Maximum 2 (1) days paid leave.

Health and Welfare: LTD - Maximum benefit is \$2,500 (\$2,200) per month, offset by CPP or any other payment. Effective September 1, 1992, \$3,000.

Drugs - Effective during the life of the agreement the employer will provide coverage for prescription drugs which are deregulated.

Vision - Effective December 1, 1991, maximum claim is \$215 (\$200) every two years for full-time employees and \$125 (\$100) for part-time employees or designated dependent. Effective September 1, 1992, \$225 for full-time employee.

Hearing - Effective September 1, 1992, maximum claim is \$500 per calendar year per employee and dependents towards the purchase of hearing aids. (Previously, \$400 per family.) \$250 for part-time employee (new).

Life Insurance for Retirees (new) - Benefit is \$1,000 for retirees in receipt of OMERS on or after January 1, 1993.

Safety Prescription Glasses: Maximum \$60 (\$50) every 2 years for maintenance employees.

EDUCATION AND RELATED SERVICES

Kent County Board of Education at Chatham - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 420 employees, settled with mediation assistance. Duration of negotiations - 10 months.

Wages:	Effective	Sep. 1/91	Feb. 1/92
	General Increases	4%	3.4%
	Teacher-Category 1 0-10 years	\$28,733-\$48,670 (\$27,628-\$46,798)	\$29,710-\$50,325
	Teacher-Category 4 0-11 years	\$34,184-\$61,228 (\$32,869-\$58,873)	\$35,346-\$63,310
	Vice-Principal 0-2 years	\$67,329-\$72,381 (\$64,739-\$69,597)	\$69,618-\$78,842
	Principal 0-2 years	\$76,570-\$81,626 (\$73,625-\$78,487)	\$79,173-\$84,402

Continuing Education: Rates increased by 5.8% for teachers and principals.

Responsibility Allowances: Increased in accordance with general salary increases.

Paid Personal Leave: Maximum accumulation is 2 days (new).

Health and Welfare: Life Insurance and AD & D - Effective January 1, 1992, benefit is 3 times annual salary to a maximum of \$135,000 (\$120,000).

Vision - Maximum claim is \$200 (\$150) every 2 years.

Educational Improvement Leave Fund: Employer contributes \$92,000 to the fund. (Previously, \$2.07 per teacher per year.)

Lincoln County Board of Education at St. Catharines - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 683 employees, settled at the bargaining stage. Duration of negotiations - 7 1/2 months.

Wages:	Effective	Sept. 1/91	Apr. 1/92
	General Increases	4.9%	1% non-compounded
	Teacher-Category 1 0-10 years	\$29,655-\$49,685 (\$28,270-\$47,364)	\$29,938-\$50,158

Teacher-Category 4	\$35,672-\$62,698	\$36,012-\$63,295
0-11 years	(\$34,006-\$59,769)	

Continuing Education: \$34 (\$32.20) per hour for Teacher plus 4 hours' pay in lieu of preparation time (new). \$37 (\$34.20) per hour for Night and Summer School Principal and Supervisor Co-op Summer Program.

Allowances: Responsibility - Increased by 4.9% except for the following:
Special Services Resource Teacher - \$2,144-\$4,441 depending on number of sections. (Previously, \$1,235).

Continuing Education - Supervisory rate increased to \$3 (\$2) over regular hourly rate.

Trade and Related Experience - Increased by 4.9%.

Paid Leave: Effective for 1991/92 school year only, maximum 3 (4) days for compassionate reasons, religious Holy Days, parenting and legal appointments.

Health and Welfare: Life Insurance - Effective January 1, 1992, benefit is \$80,000 (\$25,000).

LTD - Effective January 1, 1991, employee pays 100% of premium costs. (Previously, employer paid 75% of premium costs.)

Major Medical - Maximum claim is \$550 (\$275) per calendar year for paramedical services. Maximum claim is \$1,200 (\$600) per calendar year for psychologist.

Dental - Coverage is based on the 1991 (1990) ODA fee schedule. Effective January 1, 1992, the 1992 ODA fee schedule. Coverage is extended to include orthodontic services with a maximum lifetime claim of \$5,000, on a 50%-50% co-insurance basis and restorative services with a maximum claim of \$5,000, on a 80%-20% co-insurance basis (new).

Mileage Allowance: \$300 per year for Vice-Principal and Associate Administrator (new).

Lincoln County Board of Education at St. Catharines - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 907 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Apr. 1/92</u>
	General Increases	4.9%	1% non-compounded
	Teacher-Level A	\$26,881-\$49,685	\$27,137-\$50,158
	0-12 years*	(new)	

Teacher-Level 1 0-10 years	\$29,655-\$49,685 (\$28,270-\$47,364)	\$29,938-\$50,158
Teacher-Level 4 0-11 years	\$35,672-\$62,698 (\$34,006-\$59,769)	\$36,012-\$63,295

Previous rates reflect a .8% increase during the previous agreement to achieve parity with secondary teachers.

* Pay Equity Adjustments - Effective January 1, 1990, Categories 1, 2 and 3 deleted and replaced with Category A.

Allowances: Responsibility and Extra Degree - Increased by 5.9%.

Expense (Principal) - Increased by 4.9%.

The following benefit changes are effective on January 1, 1992 unless otherwise stated:

Health and Welfare: Major Medical - Maximum claim is \$550 (\$275) per calendar year for paramedical practitioner services. Maximum claim is \$1,200 (\$600) per calendar year for psychologist.

LTD - Employee pays 100% of premium costs. (Previously, employer paid 75% of the premium costs.)

Dental - Employer pays 100% (80%) of the premium costs. Coverage is extended to include orthodontics with a maximum lifetime claim of \$5,000 on a 50%-50% co-insurance basis and major restorative services with a maximum annual claim of \$5,000 on a 80%-20% co-insurance basis (new).

Education/Sabbatical Leave: Deleted. (Previously, employer paid 75% of salary for period of absence.)

London City Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Federation and Association des Enseignantes et des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 1,500 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/91</u>
	General Increase	6.66%*
	Additional Adjustments	\$100 for Principal
	Teacher-Category A0** 0-12 years	\$27,615-\$47,567 (new)

Teacher-Category A1 0-10 years	\$28,089-\$47,567 (\$26,335-\$44,597)
Teacher-Category A4 0-10 years	\$34,369-\$63,021 (\$32,223-\$59,086)
Vice-Principal 0-1 year	\$66,536-\$68,482 (\$62,380-\$64,206)
Principal 0-2 years	\$71,274-\$75,192 (\$66,730-\$70,403)

Previous rates reflect a .2% increase during the previous agreement.

* Achieves parity with the secondary teachers' agreement.

** Teacher-Categories D, C and B deleted and replaced with Teacher-Category A0.

Responsibility Allowances: Consultant 0-1 year, \$4,426-\$5,168 (\$3,948-\$4,610).

Extra Degree Allowance: \$1,040 (\$935).

Health and Welfare: Vision - Maximum claim is \$200 (\$150) every 2 years.

Middlesex County Board of Education at Hyde Park - Locals 1753 and 1170, Canadian Union of Public Employees (CLC): Two 24-month renewal agreements effective July 1, 1991 to June 30, 1993, covering 215 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>July 1/91</u>	<u>July 1/92</u>
	General Increases	5.5%	4.5%*
	Additional Adjustments	Minor classification changes	

Local 1170 (hourly rates)

Labourer	\$12.59 (\$11.93)	\$13.16
Maintenance A (includes Plumber)	\$19.88 (\$18.84)	\$20.77

Local 1753 (hourly rates)

Group 1 (includes Pool Typist)	\$10.20-\$11.98 (\$9.67-\$11.36)	\$10.66-\$12.52
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Teacher, Assistant with Diploma	\$11.50-\$13.42 (\$10.90-\$12.72)	\$12.02-\$14.02
Computer Technician 1	\$16.91-\$18.57 (\$16.03-\$17.60)	\$17.66-\$19.40

* Effective January 1, 1993, additional increase to equal the percentage increase in the CPI from June 1992 to June 1993, triggered at 4.5% and capped at 6.5%. Paid retroactively on all hours worked from July 1, 1992 to June 30, 1993.

Call in Pay (new):	Minimum 3 (2) hours' pay at time and one-half or hours worked at the applicable overtime rate, whichever is greater.
Shift Premium:	<u>Local 1170</u> - 37¢ (35¢) per hour on the afternoon shift.
Paid Holidays:	One half-day is added when December 31 falls on a regular work day for a total of 13 (12 1/2) days.
Paid Vacation:	Credit for partial year of service granted in transitional year of vacation entitlement on following basis: 3 days for 9 to 12 months of service; 2 days for 6 to 9 months; 1 day for 3 to 6 months (new).
Health and Welfare:	Employer pays 85% (80%) of premium costs for benefit programmes. Effective July 1, 1992, 90%.

Niagara South Board of Education at Welland - Federation of Women Teachers' Associations of Ontario, Ontario Public School Teachers' Fed. and Association des Enseignants et des Enseignantes Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 930 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Sept. 1/91	Feb. 1/92
General Increases	5%, except 4.6% for Principal		.953%
Pay Equity Adjustments	Teacher-Categories D, C and B merged to form Teacher-Category A0		
Teacher-Category A0 0-11 years*	\$25,400-\$46,786 (new)		\$25,642-\$47,232
Teacher-Category A1	\$28,119-\$49,905 (\$26,780-\$47,529)		\$28,387-\$50,381
Teacher-Category A4 0-11 years	\$34,931-\$62,750 (\$33,268-\$59,762)		\$35,264-\$63,348

Principal	\$69,301-\$75,858 (\$66,269-\$72,513)	\$69,965-\$76,583
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* An additional step for teachers with 12 or more years of experience and who have successfully taken the required courses since January 1, 1990. Step 12 is equal to the maximum for Teacher-Category A1.

Allowances: Responsibility Allowances - Vice-Principal and Consultants increased by 5.5%.

Post-Graduate Degree Allowance - \$754 (\$715).

Health and Welfare: Employee pays 100% of LTD. (Previously, 100% paid by employer.) In exchange, the cost savings to the employer is refunded to the employee in terms of increased Dental and Vision benefits and a lump sum payment. (No other details at this time.)

Professional Development Fund: \$89 (\$85) per teacher.

Niagara South Board of Education at Welland - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco-Ontariens (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 667 employees, settled at the bargaining stage. Duration of negotiations 2 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Feb. 1/92</u>
General Increases		5%	.953%
Teacher-Category 1 0-11 (0-12) years		\$28,119-\$49,905 (\$26,780-\$47,529)	\$28,387-\$50,381
Teacher-Category 4 0-11 (0-12) years		\$34,931-\$62,950 (\$33,268-\$59,762)	\$35,264-\$63,348
Consultant 0-4 years		\$67,695-\$71,498 (\$64,471-\$68,093)	\$68,339-\$72,179
Vice Principal 0-4 years		\$69,101-\$73,746 (\$65,810-\$70,234)	\$69,759-\$74,448
Principal 0-4 years		\$77,125-\$83,553 (\$73,452-\$79,574)	\$77,859-\$84,348

Responsibility Allowances: Increased by 5.5%.

Graduate Degree Allowance: \$743 (\$704).

Related Experience Allowance: \$660 (\$260) per year.

Continuing Education Rates: Increased by 5.5%.

Professional Development and Education Leave Fund: \$107,100 (\$102,000).

Norfolk Board of Education at Simcoe - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 282 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Dec. 1/91</u>
General Increases		3.75%	2%
Teacher-Category I 0-10 years		\$30,672-\$49,176 (\$29,563-\$47,399)	\$31,285-\$50,160
Teacher-Category 4 0-10 years		\$37,108-\$61,961 (\$35,767-\$59,721)	\$37,850-\$63,200
Vice-Principal 0-3 years		\$68,667-\$74,721 (\$66,185-\$72,020)	\$70,040-\$76,215
Principal 0-3 years		\$76,618-\$83,955 (\$73,849-\$80,920)	\$78,150-\$85,634

Responsibility and Graduate Degree Allowances: Increased by 5.16%.

Paid Maternity Leave (new): Benefit is twice UIC benefit for the 2-week waiting period.

Health and Welfare: Dental - Coverage is based on the 1991 (1989) ODA fee schedule. Maximum lifetime orthodontic claim is \$2,000 (\$1,000) with 50%-50% co-insurance.

Stormont, Dundas and Glengarry County Separate School Board at Cornwall - Ontario English Catholic Teachers' Association (Ind.) (elementary school teachers): A 12-month renewal agreement, effective from September 1, 1991 to August 31, 1992, covering 232 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/91</u>
	General Increase	5.9%
	Additional Adjustments	Minor restructuring of salary grid
	Teacher-Category D 0-6 years	\$24,241-\$31,667 (\$22,890-\$29,903)
	Teacher-Category A1 0-11(12) years	\$29,644-\$50,227 (\$27,992-\$47,429)
	Teacher-Category A4 0-11(12) years	\$34,122-\$62,113 (\$32,221-\$58,651)
	Previous rates for Teacher-Categories A1 and A4 reflect a 1.5% increase during the previous agreement.	
Annual Responsibility Allowances:	Increased in accordance with the general increase.	
Health and Welfare:	<u>Vision (new)</u> - Employer pays 90% of premium costs. Maximum claim is \$200 every 2 years per adult and \$200 per year per child.	
Paid Federation Leave:	Maximum 5 days for OECTA Treasurer to attend to Federation business (new.)	
Paid Preparation Time:	160 (120) minutes per week per teacher for the 1992-1993 school year.	
Early Retirement Gratuity:	Provision deleted.	

Waterloo County Board of Education at Kitchener - Employees Association (Ind.): A 16-month renewal agreement effective from September 1, 1991 to December 31, 1992, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Jan. 1/92</u>
	Increases	4.5%	2.8%-3%
	Additional Adjustments	0.2%-7.8% for certain classifications	
	<u>Annual Rates</u>		
	Custodian II	\$19,432-\$22,705 (\$18,595-\$21,727)	\$20,015-\$23,386

Certified	\$33,181-\$39,005	\$34,176-\$40,175
Tradesperson	(\$29,567-\$35,140)	

Maximum rates are reached after 24 months for Custodian II and after 12 months for Certified Tradesperson.

Annual Responsibility Allowances:	Custodial Department	\$1,977	
	Head-Secondary School	(\$1,719)	
	Head Custodian		
	Elementary School		
	A	\$1,656	(\$1,437)
	B	\$1,325	(\$1,149)
	C	\$ 995	(\$ 862)
	D	\$ 831	(\$ 720)

Shift Premium: 0-48¢-48¢ (0-46¢-46¢).

Lead Hand Premium: \$1,362 (\$1,184) per year.

Weekend Premium: 96¢ (92¢) per scheduled hour worked on Saturday and Sunday.

Paid Personal Leave: Employee receives up to 1 day per year to attend own graduation ceremony or that of spouse or child (new).

Leave with Pay for Family Responsibilities: Up to 2 half-days per year to attend to illness of parent, spouse or child until suitable nursing help is obtained (new).

Paid Union Leave: Maximum 200 (160) days per year for designated employee.

Safety Shoe Allowance: Maximum \$90 (\$80) per year.

York Region Roman Catholic Separate School Board at Richmond Hill - Local 1571, Canadian Union of Public Employees (CLC): A 21-month renewal agreement effective from July 1, 1991 to March 31, 1993, covering 331 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>July 1/91</u>	<u>Jan. 1/92</u>	<u>July 1/92</u>
	General Increases	41¢	57¢	60¢
	Matron-Cleaner	\$14.36 (\$13.95)	\$14.93	\$15.53
	Maintenance 4	\$20.80 (\$20.39)	\$21.37	\$21.97

Safety Shoe Allowance: \$85 (\$65) per year for maintenance employees. \$65 per year for caretakers (new).

Ontario Council of Regents for Colleges of Applied Arts and Technology,
province-wide - Various Locals, Ontario Public Service Employees
(NUPGE) (CLC) (support staff): A 12-month renewal agreement
effective from September 1, 1991 to August 31, 1992, covering
6,400 employees, settled with mediation assistance. Duration of
negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/91</u>
	General Increase	48¢ per hour
	Payband 1 (includes Clerk General A)	\$11.64-\$12.52 (\$11.16-\$12.04)
	Payband 14 (includes Systems Analyst)	\$25.74-\$27.88 (\$25.26-\$27.40)

Maximum rates are reached after 3 years.

The following provisions are effective December 1, 1991, unless stated otherwise.

Paid Vacation:	Effective June 30, 1991, one additional day in each entitlement period.
Bereavement Leave:	3 or more days' paid leave, at the employer's discretion, upon death of step-child and spouse's grandparent (new).
Paid Parental Leave (new):	2 weeks at 93% of weekly wage plus an additional 10 weeks at the difference between 93% of weekly wage and UIC benefit.
Developmental Leave:	Up to 12 months' leave to enhance academic or technical skills. Leave may be paid, unpaid or a combination of both depending on employer's discretion.
Health and Welfare:	Coverage is extended to include same sex spouse (new). <u>Major Medical</u> - Plan extended to provide 3 (2) pairs of orthopaedic shoes per year per child under age 8, and 2 (1) pairs per year for child aged 8 to 18. <u>Hearing</u> - Maximum claim is \$500 (\$300) per person every 5 years. <u>Dental</u> - Effective January 1, 1992, coverage is based on the 1991 (1990) ODA fee schedule.
Meal Allowance:	\$10 (\$5) after 3 hours of overtime.
Eye Protection Allowance:	\$20 (\$15) per year for prescription eye protection.
Safety Shoe Allowance:	\$100 (\$65) per year.

Mileage Allowance:	<u>Northern Ontario</u> - 30.5¢ (29.5¢) per kilometre up to 4,000 kilometres, 26.5¢ (25¢) for over 4,000 km up to 10,700 km, 22.5¢ (21¢) for over 10,700 km up to 24,000 km, and 19¢ (18¢) for over 24,000 km.
	<u>Southern Ontario</u> - 30¢ (29¢) per kilometre up to 4,000 kilometres, 26¢ (24.5¢) for over 4,000 km up to 10,700 km, 22¢ (21¢) for over 10,700 km up to 24,000 km, and 18¢ (17.5¢) for over 24,000 km.
Automobile Insurance Allowance (new):	\$120 per year to cover any difference in cost between private and commercial auto insurance for employee required to use own automobile.
Contracting Out:	No employee will be laid off as a direct result of contracting out (new).
Education Allowance:	Employee pays \$20 per course for courses approved by Ministry of Colleges and Universities or offered by College. (Previously, applied only to laid off employee for up to 3 years.)
Employment Stability Fund (new):	<u>Employer Contribution</u> - \$25 per full-time employee to a maximum of \$250 per year for the college/campus committee to develop strategies to enhance employment stability.

York University at Toronto - Local 3, Canadian Educational Workers (Ind.) (Unit 1: graduate students and Unit 2: part-time faculty): Two 12-month renewal agreements effective from September 1, 1991 to August 31, 1992, covering 1,700 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/91</u>
	Increases	6.6%, except 6.5% for Course Director and Writing Instructor
	Additional adjustment	3.4% for Tutor 5
	<u>Annual Salary</u>	
	Teaching Assistantship Unit 1 (10 hours per week per academic session)	\$9,290 (\$8,715)
	<u>Salary per Assignment</u>	
	Course Director (per 3 teaching contract hours per week per academic session)	\$10,467 (\$9,828)

Tutor 1 (Tutorial Leader)	\$3,492
(per 1 teaching contract	(\$3,276)
hour per week per academic	
session)	

Hourly Rates

Tutor 3, Marker/	\$22.49
Grader and Tutor 4	(\$21.10)
(Individual Tutor)	

Computer Centre	\$13.11
Advisor	(\$12.30)

Authorized replacement Lecturer rates increased in accordance with general salary increases.

Health and Welfare:	<u>LTD (new)</u> - Employer pays 50% of premium costs to a maximum \$44,000. Benefit is 66 2/3 of annual earnings to a maximum of \$2,500 per month.
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York University at Toronto - Local 1356, Canadian Union of Public Employees (CLC)
(maintenance, services and plant operations employees):
 A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 250 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 1/91</u>
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General Increase	5.2%
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Caretaker I	\$13.85
(days)	(\$13.17)

Trades IV	\$22.22
(includes Electrician)	(\$21.12)

Paid Maternity Leave:	95% (90%) of regular earnings for 2 week UIC-waiting period.
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Graduation Leave:	1 (1/2) day's paid leave for employee to attend Convocation ceremonies of child or step-child graduating from York University.
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Health and Welfare:	<u>Hearing (new)</u> - Employer pay 100% of the premium costs for single coverage. Maximum claim is \$300 every 3 years.
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Vision - Maximum claim is \$200 (\$150) per person every 2 years with no deductible (\$25).

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Safety Shoe Allowance: Maximum \$75 (\$60) per year.

Tool Allowance: Maximum \$75 (\$60) per year.

PERSONAL SERVICES

Bitove Corporation at Mississauga - Local 1000A, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time service employees):
A 24-month renewal agreement effective from May 22, 1991 to May 21, 1993, covering 450 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Feb. 1/92</u>	<u>Feb. 28/93</u>
	General Increases		20¢	25¢
	Pay Equity Adjustments	30¢-\$1.25 for some classifications		
	<u>Full-time</u>			
	Waithelp	\$5.50 (\$5.50)	\$5.70	\$5.95
	Bartender	\$7.25 (\$7.25)	\$7.45	\$7.70
	Chef	\$12.40 (\$12.40)	\$12.60	\$12.85

Paid Holidays: Boxing Day is added for a total of 9 (8) days.

Health and Welfare: Life Insurance and AD & D - Benefit is \$10,000 (\$7,500).

Vision (new) - Maximum claim is \$100 every 2 years.

Continuation of Benefits - Employer continues to pay health and welfare premiums until the end of the month following the month of lay-off or leave of absence. (Previously, to the end of the month of lay-off or leave of absence.)

LOCAL ADMINISTRATION

St. Catharines City Corporation - Local 150, Canadian Union of Public Employees (CLC) (outside employees): A 12-month extended agreement effective from January 1, 1992 to December 31, 1992, covering 209 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Oct. 1/92</u>
	General Increases	4.8%	1.2%
	Grade 2 (includes Labourer)	\$14.21 (\$13.56)	\$14.38
	Grade 10 (includes Mechanic)	\$17.50 (\$16.70)	\$17.71

Addenda

September 1991 Settlements

MISCELLANEOUS MANUFACTURING

Windsor Mold Inc., Emrick Plastics Division, at Windsor - Local 195, Canadian Auto Workers (CLC): A 15 1/2 month renewal agreement effective from October 2, 1991, to January 15, 1993, covering 250 employees, settled at the bargaining stage and ratified in September 1991. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 2/91</u>
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No increase in rates that were in effect at the expiry of the previous agreement.

Machine Operator	\$12.45 (\$12.45)
Electrician	\$17.25 (\$17.25)

EDUCATION AND RELATED SERVICES

Elgin County Board of Education at St. Thomas - Ontario Public School Teachers' Federation (Ind.) (occasional teachers): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 238 employees, settled at the bargaining stage and ratified in September 1991. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Sept. 1/92</u>
	Daily Rate	1/200 of	**
	Formula	Category A1 minimum	
	<u>Short Term</u>		
	<u>Occasional Teacher</u>		

Daily Rates*	\$134.14 (\$127.02)
<u>Long Term</u> <u>Occasional Teacher</u>	daily rate in accordance with current salary paid for full- time teachers

* Daily rates include 4% vacation and holiday pay.

** Effective September 1, 1992, increase subject to negotiations by full-time teachers.

Note: A Long Term Teacher is a teacher who is employed for a period of more than 10 consecutive days as a replacement for a teacher employed under a permanent or probationary contract.

LOCAL ADMINISTRATION

Halton Regional Police Services Board, previously Halton Regional Board of Commissioners of Police at Oakville - Police Association (Ind.) (uniformed and civilian employees): Two 12-month renewal agreements effective from January 1, 1991 to December 31, 1991, covering 512 employees, settled at the bargaining stage and ratified in September 1991. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/91</u>	<u>July 1/91</u>
	Increases		
	Uniform	0-4.4%	0-5%
	Civilian	0% for Grid I 5% for Grids II & III 5.4% for Grid IV	

Annual Rates

Constable 4th Class	\$29,878.55 (\$29,878.55)	\$29,878.55
Constable 1st Class	\$49,060.39 (\$46,992.71)	\$50,041.60
Staff Sergeant	\$61,325.52 (\$58,740.92)	\$62,552.03

Shift Premium (Civilian): 0-30¢-39¢ (0-25¢-34¢).

Rotating Shifts - 43¢ (38¢) per hour on the night shift.

Overtime Pay:	Maximum accumulation of lieu time resulting from overtime is 48 (40) hours for uniform employees and 42 (35) hours for civilians.
Court Time Pay:	Employee receives current rate of rank held at time of retirement for retired uniform employee on OMERS pension (new).
Senior Constable Premium (new):	Effective September 26, 1991, additional 1.5% of salary for eligible 1st Class Constable with 10 years of seniority.
Acting Pay:	Additional 1.5% of salary for employee acting as Coach, TRU, Scenes of Crime Officer, and Breathalyzer Officer (new).
Health and Welfare:	<u>Life Insurance</u> - Employer pays twice the difference between salary on the last day of work and time of death. (Previously, based on the salary on the last day of work.) <u>Dental</u> - Coverage continues to be based on the previous year's ODA fee schedule. Maximum lifetime orthodontic claim is \$2,000 (\$1,500).
Pension Plan:	<u>Survivor Benefit</u> - Effective September 19, 1991, 100%, (90%) of the employee's gross salary to a maximum of 5 years or until remarriage.
Meal Allowance:	\$5 for breakfast, \$6 for lunch, \$8 for dinner after 3 hours of overtime or for duties outside region. (Previously, \$5.50 after 3 hours overtime or duties out of region.)
Plain Clothes Allowance:	\$3.50 (\$3.65) per day to a maximum of \$950 per year for employee assigned to plain clothes duties.

October 1991 Settlements

METAL FABRICATING

BMG Canada Limited, Butler Metal Products Division at Cambridge - Local 1986, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from October 1, 1991 to September 31, 1994, covering 559 employees, settled at the bargaining stage and ratified in October 1991. Duration of negotiation - 2 months.

Wages:	Effective	<u>Oct. 1/91</u>	<u>Oct. 1/92</u>	<u>Oct. 1/93</u>
General Increases		2%	2%	3%
COLA Fold-in		\$2.06		
Skilled Trades Adjustments		15¢	15¢	15¢
Assembler		\$17.99 (\$15.62)	\$18.35	\$18.90

Tool & Die Maker	\$22.03 (\$19.43)	\$22.62	\$23.45
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COLA: 1¢ per 0.073 point change in the CPI - 1986=100. 11¢ is diverted from the first quarterly adjustment and 6¢ from the second for a total of 17¢. (Previously, 1¢ per 0.10 point change in the CPI - 1981=100 with a total diversion of 31¢.)

Shift Premium: 0-98¢-\$1.25 (0-93¢-\$1.19). Effective October 1, 1992, and 1993, 0-\$1.02-\$1.29 and 0-\$1.05-\$1.32 respectively.

Call in Pay: 4 (3) hours pay for the first hour.

Paid Holidays: Heritage Day is added for a total of 17 (16) days.

Bereavement Leave: 5 (3) days paid leave upon death of parent and 3 days for spouse's grandparent, and step/brother-sister (new).

Health and Welfare: Life Insurance - Benefit is \$40,000 (\$35,000). Effective October 1, 1993, \$41,000.

AD & D - Benefit is \$20,000 (\$18,000). Effective October 1, 1993, \$21,500.

Weekly Indemnity - Benefit is \$433 (\$408) or UIC benefit. Effective October 1, 1992 and 1993, \$458 and \$475 respectively.

LTD - Maximum benefit is \$1,200 (\$1,125) per month. Effective October 1, 1992 and 1993, \$1,250 and \$1,300 respectively. Maximum \$1,000 (\$900) per month for employee in receipt of LTD prior to 1988.

Vision - Maximum claim is \$170 (\$160) every 2 years. Effective October 1, 1992 and 1993, \$180 and \$190 respectively.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Maximum lifetime claim for orthodontic services is \$1,500 (\$1,250). Pit and fissure sealants are added for children under age 14 (new).

Transition Survivor Income Benefit - Benefit is \$525 (\$475) per month for surviving spouse with dependents. Effective October 1, 1992, \$475 (\$450) per month for surviving spouse without dependents and \$550 per month with dependents.

RRSP: Employer Contribution - 30¢ (23¢) per hour worked to a Registered Retirement Savings Plan for active employees. Effective October 1, 1992 and 1993, 36¢ and 41¢ respectively.

Safety Shoe Allowance: \$65 (\$60) per contract year.

Prescription Safety Glasses: Employee receives 1 pair of safety glasses every 3 years. (Previously, 1 pair issued once.) Maximum \$50 (\$45) per year for frames. Effective October 1, 1992 and 1993, \$55 and \$65 respectively.

Protective Clothing Allowance:	2 (1) shop coats or coveralls per week for skilled trades.
Tool Allowance:	\$200 (\$150) per year for skilled trades.
Educational Leave Fund:	<u>Employer Contribution</u> - 2¢ (1¢) per compensated hour worked to the union trust fund.
Attendance Bonus Plan (new):	Employee is eligible for 2 hours credit per month for each month without absence or more than one lateness.

TRANSPORTATION EQUIPMENT

Fleetwood Canada Limited at Lindsay - Local 1381, Clothing and Textile Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from September 14, 1991 to September 13, 1994, covering 204 employees, settled at the conciliation officer stage and ratified in October 1991. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 16/91</u>	<u>Sept. 13/92</u>	<u>Sept. 13/93</u>
General Increases		40¢	40¢	40¢
Assembler		\$9.25-\$10.90 (\$8.85-\$10.50)	\$9.65-\$11.30	\$10.05-\$11.70
Utility		\$11.40 (\$11.00)	\$11.80	\$12.20

Maximum rate for Assembler is reached after 1 year.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Professional Institute (Ind.)* (auditing group):
A 36-month extended agreement effective from May 5, 1990 to May 4, 1993, covering 2,153 Ontario employees, settled by back-to-work legislation during a work stoppage in October 1991. Duration of negotiations - 16 months.

* Previously Public Service Alliance (CLC).

Wages:	Effective	<u>May 5/90</u>	<u>May 5/92</u>
General Increases		4.7%	3%
<u>Annual Rates</u>			
AU-1		\$34,083-\$43,323	\$35,105-\$44,623
7 levels		(\$32,553-\$41,378)	

AU-5	\$61,653-\$69,949	\$63,503-\$72,047
5 levels	(\$58,885-\$66,809)	

Maximum rates are reached after 6 years for AU-1, and after 4 years for AU-5.

Ministry of Labour

 Ontario

Industrial Relations Division
Office of Collective Bargaining Information

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COLLECTIVE BARGAINING SETTLEMENTS IN ONTARIO

DECEMBER 1991



FOREWORD

This report contains summaries of collective bargaining settlements covering 200 or more Ontario employees that were concluded in December 1991. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 or more employees or to a number of agreements that affect a total of 200 or more employees, even though each individual agreement may apply to fewer than 200 employees.

The settlement summaries generally include two wage rates: The after probationary rate for the lowest classification and the rate for the highest, non-supervisory, classifications covered by the agreement.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	-	Accidental Death and Dismemberment
COLA	-	Cost of Living Allowance
CPI	-	Consumer Price Index
CPP/QPP	-	Canada/Quebec Pension Plan
LTD	-	Long Term Disability
OAS	-	Old Age Security
ODA	-	Ontario Dental Association
OHIP	-	Ontario Health Insurance Plan
OMERS	-	Ontario Municipal Employees Retirement System
RRSP	-	Registered Retirement Savings Plan
SUB	-	Supplemental Unemployment Benefit
UIC	-	Unemployment Insurance Commission
WCB	-	Workers' Compensation Board
YMPE	-	Yearly Maximum Pensionable Earnings

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York City Corp., Works Department and Parks and Recreation Department	CUPE (CLC) (outside empls.)	543

FOOD AND BEVERAGE

Hoffman Meats Inc. at Kitchener - Local 139, Food and Commercial Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from November 1, 1991 to October 31, 1992, covering 335* employees, settled at conciliation officer stage. Duration of negotiations - 3 months.

* Includes 70 employees currently on lay-off with recall rights.

Wages: Effective Nov. 1/91

General Increase 60¢

Group A (includes
General Labourer) \$15.50
(\$14.90)

Group 1 (Maintenance A
with Certificate) \$18.83
(\$18.23)

Previous rates reflect 3¢ COLA folded into wages during previous agreement.

COLA Provision: Inoperative. (Previously, 1¢ per 0.2 point increase in the CPI - 1981=100, using the April 1989 index as the base. Triggered at 5%.)

Pension Plan: Basic Benefit - \$13 (\$12.40) per month per year of service. Effective January 1, 1992, \$14.

Supplemental Pension Benefit: Plant Closure - \$595-\$2,470 (\$540-\$2,100) per year for eligible employee with 5 to 32 (5 to 30) years of service entitled to unreduced pension benefit. Payment is in lieu of severance pay and guaranteed for 5 years.

Job Security: Severance Pay - \$420-\$2,330 (\$380-\$2,120) for employee with 1 to 10 years of service, terminated due to plant closure. Additional \$370 (\$335) for each year of service over 10 and \$470 (\$425) for each year over 20. Supplemental payment of \$2,700 (\$2,500) for employee whose age plus years of service total 65, plus \$135 (\$125) for each year the total exceeds 65.

Quality Meat Packers Ltd. and Toronto Abattoirs Ltd. at Toronto and Brampton - Local 743 - Food and Commercial Workers (AFL-CIO/CLC): Two 36-month renewal agreements effective from November 1, 1991 to October 31, 1994, covering 630 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Nov. 1/91</u>	<u>Nov. 1/92</u>	<u>Nov. 1/93</u>
	General	60¢	60¢	60¢
	Increases*			

Labourer (Class 7)	\$15.56 (\$14.96)	\$16.16	\$16.76
Mechanic Class A	\$18.21 (\$17.61)	\$18.81	\$19.41

Start rate - 75% of job rate.

* Increases prorated for employees not at job rate.

- COLA:** 1¢ per full 0.2 point increase in the CPI - 1981=100 from the October 1992 index to the October 1993 index, triggered at 5% - (Basic formula is unchanged. Formula did not trigger.)
- Shift Premium:** Effective December 14, 1991, 0-45¢-45¢ (0-40¢-40¢). Effective November 1, 1993, 0-50¢-50¢.
- Health and Welfare:** Life Insurance and AD & D - Effective January 1, 1992, benefit is \$30,000 (\$25,000).
Dental - Effective January 1, 1992, coverage is based on 1991 (1990) ODA fee schedule. Effective November 1, 1992 and 1993, current year's ODA fee schedule.
Vision - Effective January 1, 1992, maximum claim is \$125 (\$100) per person every 2 years. Effective January 1, 1994, \$130.
- Paid Vacation:** 5 weeks after 19 (20) years of service. Effective July 1, 1994, 5 weeks after 18 years.
- Pension Plan:** Employer Contribution - Effective December 14, 1991, 29¢ (25¢) per hour to a maximum of 40 hours per week for employees with 2 or more years seniority. Effective November 1, 1992 and 1993, 32¢ and 35¢ respectively.
- Meal Allowance:** \$5 (unchanged) after 2 hours of overtime (previously, for employee scheduled to work after 5:30 p.m.)
- Safety Shoe Allowance:** Effective December 14, 1991, \$45 (\$40) per pair for 2 pairs per year and an additional pair if justifiable. Effective November 1, 1992 and 1993, \$50 and \$55 respectively. Effective December 14, 1991, \$55 (\$50) twice a year for freezer boots. Effective November 1, 1992 and 1993, \$60 and \$65 respectively.
- Tool Allowance:** Effective January 1, 1992, \$150 (\$130) per year for Class A & B tradesman and \$85 (\$65) per year for Class C Tradesman.

T.C.C. Bottling Ltd., at Toronto, Ottawa, Kitchener, London, Hamilton and Windsor
- Various Locals, Food and Commercial Workers (AFL-CIO/CLC)
(production, sales and office employees): Ten 36-month renewal agreements effective from July 29, 1991 to July 24, 1994, covering 528 employees, settled at the conciliation officer stage. Duration of negotiations - 4 1/2 months.

Wages:	Effective	<u>July 29/91</u>	<u>July 27/92</u>	<u>July 26/93</u>
	Increases			
	Plant and Sales Employees	6%	5%	5.5%
	Office Employees	6%	*	
	<u>Production Employees</u>			
	Wage Bracket 1 (General Help)	\$17.82 (\$16.81)	\$18.71	\$19.74
	Wage Bracket 8 (Journeyman Electrician)	\$23.93 (\$22.58)	\$25.13	\$26.51
	<u>Sales Employees</u>			
	Wage Bracket 1 (Delivery Salesperson)	\$17.90 (\$16.89)	\$18.80	\$19.83
	Wage Bracket 2 (Highway Tractor Trailer Driver)	\$19.23 (\$18.14)	\$20.19	\$21.30
	<u>Office Employees</u>			
	Wage Bracket A (includes Accounts Payable I)	\$408-\$457 (\$385-\$431)	*	
	Wage Bracket D (includes Accounts Receivable II)	\$540-\$626 (\$509-\$591)	*	

* Wage reopener including pay equity and COLA adjustments occurring during the life of this contract.

Previous rate for Wage Bracket 8, Journeyman Electrician reflects a 75¢ skilled trades adjustment during the previous agreement.

Maximum rates for Wage Brackets A and D are reached after 6 months.

COLA: 1¢ per 0.3 point increase in the CPI - 1971=100, using the July 1991 index as the base. Triggered at 6% and capped at 8% (9%). Adjusted annually. (Previously, formula did not trigger.)

Shift Premium: 0-90¢-90¢ (0-85¢-85¢). Effective July 27, 1992 and July 26, 1993, 0-95¢-95¢ and 0-\$1-\$1 respectively.

Standby Pay(new): Minimum 4 hours' pay for sales equipment serviceman or service trainee.

Acting Pay (Office Employees)(new): Employee temporarily transferred to higher classification for more than 4 hours, receives appropriate rate in the higher classification.

Paid Holidays: New Year's Eve is added for a total of 12 (11) days.

Health and Welfare: Life Insurance - Effective January 1, 1992, benefit is \$28,000 (\$26,000) for plant and sales employees and \$26,000 (\$23,000) for office employees. Effective January 1, 1993, \$30,000 and \$29,000 respectively. Effective January 1, 1994, \$32,000 for all employees.

Weekly Indemnity - Effective January 1, 1992, maximum benefit is \$450 (\$425) for up to 26 (78) weeks. Effective January 1, 1993 and 1994, \$470 and \$500 respectively. Effective January 6, 1992, employer will pay 100% (75%) of premium costs. Employee in receipt of benefits on January 6, 1992, will be covered under the previous 78 week maximum.

LTD (new) - Effective January 6, 1992, employer pays 60% of premium costs. Effective January 5, 1993 and 1994, 80% and 100% respectively. Benefit is 66 2/3% of straight-time rate and is payable upon exhaustion of weekly indemnity entitlement for a further 104 weeks. Maximum monthly benefit is \$2,000 less CPP or any additional offsets. Benefit coverage will continue during this period.

The following benefit changes are effective from January 1, 1992, unless otherwise stated.

Drugs - Employer pays 90% (80%) of premium costs. Effective January 1, 1993, 100%.

Vision - Maximum claim is \$125 (\$100) per family member every 2 years. Effective January 1, 1993, \$150.

Dental - Employer pays 65% (50%) of premium costs. Effective January 1, 1993 and 1994, 80% and 100% respectively. Maximum annual claim is \$1,500 (\$1,000) for major restorative treatment per family member. Maximum lifetime claim for orthodontic services is \$2,500 (\$1,500) per child. Effective January 1, 1994, \$3,000.

Pension Plan: Employer Contribution - Effective January 1, 1993, 41¢ (35¢) per hour, based on employee's standard hours of work.

Tool Allowance: Effective August 1992, \$15 (\$10) per month for designated trades.

Safety Shoe Allowance: \$85 (\$80) per year for designated employees. Effective July 26, 1993, \$90.

LEATHER

William H. Kaufman Inc., Kaufman Footwear Division at Kitchener - Local 88, Rubber Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from January 19, 1992 to January 16, 1993, covering 1,000 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 19/92</u>
	General Increase	4%
	Shuttle Bus Driver	\$6.61-\$7.60 (\$6.36-\$7.31)
	Leather Inspection	\$11.51-\$13.24 (\$11.07-\$12.73)
	Maintenance Electrician	\$15.19-\$17.47 (\$14.61-\$16.80)

Maximum rates are reached on merit.

Health and Welfare: Major Medical - Maximum lifetime claim for out-of-province coverage is \$1,000,000 (\$500,000) per employee.

Vision - Maximum claim is \$100 (\$80) every 2 years.

Dental - Employer pays 80% (75%) of the premium costs. Coverage is based on 1990 (1989) ODA fee schedule.

Safety Shoe Allowance: \$25 (\$20) per year for the purchase of Kaufman brand safety shoes, \$18 (unchanged) for other brands; \$30 (\$25) for the purchase of Kaufman brand safety boots, \$22 (unchanged) for other brands.

METAL FABRICATING

Waterloo Furniture Components Ltd., previously, Waterloo Metal Stampings Ltd. at Kitchener - Local 7155, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 14, 1992 to February 13, 1994, with wages retroactive to December 9, 1991, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Dec. 9/91</u>	<u>Feb. 14/93</u>
	General Increases	3%	4%
	<u>Non-Incentive Rates</u>		
	Grade 6 (includes Stockperson)	\$11.31 (\$10.98)	\$11.76

Die Technician	\$20.52 (\$19.92)	\$21.34
Health and Welfare:	<u>Life Insurance and AD & D</u> - Benefit is \$17,000 (\$16,000). Effective February 14, 1993, \$18,000. <u>Weekly Indemnity</u> - Maximum benefit is \$250 (\$240). Effective February 14, 1993, \$260. <u>Dental</u> - Effective September 1, 1992, coverage to be based on the 1990 (1989) ODA fee schedule. Effective September 1, 1993, the 1991 ODA fee schedule.	
Pension Plan:	<u>Basic Benefit</u> - Effective September 14, 1992, \$12 (\$10.50) per month per year of service. Effective September 14, 1993, \$14.	

MACHINERY

Groupe Laperriere and Vereault Ontario Inc., previously Dorr-Oliver Canada Limited at Orillia - Local 4697, United Steelworkers (AFL-CIO/CLC):

A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 262 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/93</u>
	General Increase	4%
	Group I (includes Labourer)	\$12.69 (\$12.20)
	Group XIV (Toolmaker)	\$17.39-\$17.60 (\$16.72-\$16.92)
	Maximum rate for Group XIV is reached after 6 months.	
Lump Sum Payment:	3% of salary for all hours worked during 1992.	

Health and Welfare:	<u>Life Insurance</u> - Benefit is \$18,000 (\$14,000). Effective January 1, 1993, \$22,000. <u>Dental</u> - Coverage continues to be based on the previous year's ODA fee schedule.	
Pension Plan:	<u>Employer Contribution</u> - 20¢ (15¢) per hour worked. Effective January 1, 1993, 25¢.	
Safety Shoe Allowance:	\$65 (\$60) per year. Effective January 1, 1993, \$70.	
Prescription Safety Glasses:	\$110 (\$100) per 24-month period. Effective January 1, 1993, \$115.	

TRANSPORTATION EQUIPMENT

Walbar Canada Inc. at Mississauga - Local 8991, United Steelworkers (AFL-CIO/CLC):

A 36-month renewal agreement effective from November 7, 1991 to November 6, 1994, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 7/91</u>	<u>Nov. 7/92</u>	<u>Nov. 7/93</u>
General Increases		4.5%	4%	4%
Group I (includes Shipper)		\$10.76-\$11.08 (\$10.30-\$10.60)	\$11.19-\$11.52	\$11.64-\$11.98
Group 10 (includes Toolmaker)		\$18.39 (\$17.60)	\$19.13	\$19.89

Maximum rates for Shipper are reached after 12 months.

Other Adjustments: Multi-Machine Incentive - \$1.10 per hour for Milling Machine L1, L2, L3 and L4, Surface Grinders E21 and E22, CNC Lathes C2, C3 and YDF250 (new).

Safety Shoe Allowance: \$45 (\$30) per year. Effective November 7, 1992, \$60.

Thomas Built Buses of Canada Ltd. at Woodstock - Local 636, Canadian Auto Workers

(CLC): A 36-month renewal agreement effective from November 1, 1991 to October 31, 1994, covering 231 employees*, settled at the post conciliation bargaining stage. Duration of negotiations - 2 months.

* Includes 56 employees currently on lay-off status.

Wages:	Effective	<u>Nov. 1/92</u>	<u>Nov. 1/93</u>
General Increases		10¢	25¢
COLA Fold-in		50¢	50¢
Assembler		\$14.65 (\$14.05)	\$15.40
Maintenance		\$15.35 (\$14.75)	\$16.10

COLA: \$1.57 was generated under the previous agreement, 50¢ is folded into wages in each of the second and third contract years leaving 57¢ to float.

1¢ per 0.34 point increase in the CPI - 1971=100, using August 1991 index as the base. (Basic formula is unchanged.)

Health and
Welfare:

The following provisions are effective December 2, 1991, unless stated otherwise.

Life Insurance - Benefit is \$17,000 (\$15,000).

Vision - Maximum claim is \$125 (\$100) per family member every 2 years.

Dental - Coverage is based on the 1990 (1987) ODA fee schedule.

Pension Plan:

Basic Benefit - Effective November 1, 1991, \$16.00 (\$15.00) per month per year of credited service. Effective November 1, 1992 and 1993, \$17.00 and \$20.00, respectively.

Safety
Prescription
Glasses:

Maximum \$80 (\$60) per year.

Safety Shoe
Allowance:

Effective November 1, 1991, \$70 (\$65) per year. Effective November 1, 1992 and 1993, \$75 and \$80 respectively.

Indal Limited, Fabricated Steel Products Division, previously Fabricated Steel Products (Windsor) Limited at Windsor - Local 195 Canadian Auto Workers (CLC): A 36-month renewal agreement effective from January 1, 1992 to December 31, 1994, covering 547 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>	<u>Jan. 1/94</u>
COLA Fold-in		\$1.73		
General Increases		2%	2%	2%
Press Operator		\$18.86 (\$16.76)	\$19.24	\$19.63
Industrial Truck Repair & Plant Mechanic "A"		\$20.09 (\$17.96)	\$20.50	\$20.91

COLA: \$1.78 was generated during the previous agreement. \$1.73 is folded into wages leaving 5¢ to float.

1¢ per 0.083 point change in the CPI - 1986=100, using 127.0 as the base index. Adjusted quarterly. (Previously, 1¢ per 0.3 point change in the CPI - 1971=100.)

Shift Premium: 0-40¢-70¢ (0-30¢-35¢).

Paid Rest Periods: Employee required to work more than 1 hour overtime, receives a 15 (10) minute rest period at the end of the regular shift.

Paid Personal Days Off: Effective in 1994, 1 day is added for a total of 6 (5) days.

Bereavement Leave: Up to 5 (3) days' paid leave upon death of spouse, common-law spouse, child or step-child. Up to 3 (1) days' for grandparent of spouse.

Health and Welfare: Life Insurance and AD & D - Benefit is \$31,000 (\$28,000). Effective January 1, 1993 and 1994, \$32,000 and \$33,000 respectively.

Life Insurance for Retirees - Benefit is \$7,000 (\$5,000).

Major Medical - Out-of-province coverage is added (new).

Vision - Maximum claim is \$150 (\$100) per person every 2 years.

Continuation of Benefits - In the event of layoff, employee with 5 (6) to 10 years of service receives up to 5 (4) months of benefit coverage. Employee with more than 10 years of service receives 6 (5) months.

Pension Plan: Basic Benefit - \$24 (\$23) per month per year of service. Effective January 1, 1993 and 1994, \$25 and \$26 respectively.

Supplementary Benefit - \$15 (\$14) per month per year of service for employee retiring at age 55 and with 30 years of service. Payable to age 60. Effective January 1, 1993 and 1994, \$16 and \$17 respectively.

Special Supplemental Benefit - \$9 (\$8) per month per year of service for employee retiring at age 55 and with 30 years of service. Payable to age 65. Effective January 1, 1993 and 1994, \$10 and \$11 respectively.

Severance Pay: Permanent Job Loss (new) - \$1,300 per year of service for employee with a minimum 5 years of service.

Full Plant Closure - \$1,700 (\$600) per year of service for employee with a minimum of 5 years of service.

Eligible employee with 28 years of service may retire early with accrued entitlement (new).

Tool Allowance: \$100 (\$90) for every 1,000 hours worked, maximum \$200 (\$180) annually.

Procor Limited at Oakville - Local 75, Boilermakers (AFL-CIO/CFL): A 36-month renewal agreement effective from September 1, 1991 to August 31, 1994, covering 240 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/92</u>	<u>Sept. 1/93</u>
	General Increases	2.8%	Minimum 3% with Wage Reopener
	Skilled Trades Adjustments	50¢ (15¢) for some classifications	
	Labourer	\$10.93 (10.63)	\$11.26
	Maintenance Electrician	\$17.50 (16.69)	\$18.01

Lump Sum Payments: Effective December 4, 1991, \$500 per employee. Effective March 1, 1992, \$350.

Health and Welfare: Life Insurance for Retirees - Benefit is \$3,000 (\$2,500).
Weekly Indemnity - Effective September 1, 1992, benefit is \$375 (\$350). Effective September 1, 1993, \$400.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Maximum annual claim for orthodontic services is \$1,250 (\$1,000).

Pension Plan: Employer Contribution - Effective January 1, 1992, 55¢ (50¢) per hour paid. Effective January 1, 1993 and 1994, 60¢ and 65¢ respectively. Above will not apply if current plan is replaced with plan in effect for salaried employees.

Safety Shoe Allowance: Maximum \$100 (\$80) per contract year for metatarsal boots.

Severance Pay: 2 weeks' pay per year of service for employee with 10 or more years of service, to a maximum of 52 weeks. (Previously, 1 week's pay per year of service for first 10 years and 2 weeks per year of service in excess of 10 years.)

ELECTRICAL PRODUCTS

Lindsay Specialty Products at Lindsay - Local 921, Rubber Workers (AFL-CIO/CLC):
A 24-month renewal agreement effective from October 1, 1991 to September 30, 1993, covering 230 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Oct. 1/91</u>	<u>Apr. 1/92</u>	<u>Oct. 1/92</u>
	General Increases		25¢	50¢
	Additional Adjustments	Minor reclassifications		

Skilled Trades Adjustment 50¢

Class A	\$9.68 (\$9.68)	\$9.93	\$10.43
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Tool & Die Maker	\$14.40 (\$14.40)	\$14.65	\$15.65
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Lump Sum Settlement Pay: Effective December 2, 1991, \$100 per employee.

Shift Premium: 0-35¢-40¢ (0-30¢-35¢).

Paid Vacation: 4 weeks after 13 (14) years of service, 5 after 22 (23).
Effective October 1, 1992, 4 after 12.

Health and Welfare: Weekly Indemnity - Benefit is payable on a 1-1-8-30 (1-1-8-26) basis.

LTD - Effective October 1, 1992, benefit is payable after 30 (26) weeks of disability to a maximum 30 months. Effective October 1, 1992, to a maximum of 36 months.

Hearing - Maximum claim is \$400 (\$300) every 5 years. Effective October 1, 1992, \$500.

Pension Plan: Basic Benefit - \$13 (\$11.50) per month per year of service.
Effective October 1, 1992, \$14.

Clothing Allowance(new): Maximum \$20 per coat, 2 coats per year.

Safety Shoe Allowance: Effective October 1, 1992, maximum \$40 (\$35) per year.

Tool Allowance: \$75 (\$50) per year, coverage is extended to include machinist.
Effective October 1, 1992, \$100.

Eaton Yale Limited, Controls Division at St. Thomas - Local 4990, United Steelworkers (AFL-CIO/CLC): A 37-month early renewal agreement effective from December 12, 1991* to January 15, 1995, covering 480 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

* Previous agreement was scheduled to expire December 31, 1991.

Wages:	Effective	<u>Dec. 12/91</u>	<u>Jan. 1/93</u>	<u>Jan. 1/94</u>
	Increases	4% for some classifications	3%	4%

Additional Adjustment	Job Class Restructuring		
Labour Grade 2 (1) (General Operator)	\$9.35 (\$8.99)	\$9.63	\$10.02
Labour Grade 12 (Toolmaker)	\$17.77-\$19.15 (\$17.77-\$19.15)	\$18.30-\$19.72	\$19.04-\$20.51

Maximum rate for Labour Grade 12 is reached on qualifications.

Paid Holidays:	Civic Holiday is deleted; Boxing Day is added for a total of 12 days (unchanged).
Bereavement Leave:	2 (1) days' paid leave upon death of sister/brother in-law.
Health and Welfare:	<u>Life Insurance and AD & D</u> - Effective January 1, 1992, benefit is \$13,000 (\$12,000). Effective January 1, 1993 \$14,000. <u>Dental</u> - Effective January 1, 1992, coverage is based on 1988 (1983) ODA fee schedule. Effective January 1, 1993 and 1994, 1989 and 1990 ODA fee schedule respectively.
Safety Shoe Allowance:	\$25 (\$20) per year. Effective January 1, 1993 and 1994, \$30 and \$35 respectively.
Prescription Safety Glasses:	\$70 (\$60) per year.

MISCELLANEOUS MANUFACTURING

Coro (Canada) Inc. at Toronto - Local 19, Metal Polishers (AFL-CIO/CLC): A 36-month renewal agreement effective from December 31, 1991* to December 31, 1994, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 2 weeks.

* Previous agreement was scheduled to expire January 2, 1992.

Wages:	Effective	<u>Jan. 1/93</u>	<u>Jan. 1/94</u>
	General Increases	3%	3%
	<u>Hourly Rates</u> (Days)		
	Tubbing Sorter	\$6.33-\$9.01 (\$6.15-\$8.75)	\$6.52-\$9.28
	Maintenance	\$8.39-\$12.05 (\$8.15-\$11.70)	\$8.64-\$12.41

Maximum rates are reached after a combination of automatic and merit increases.

Windsor Plastics Products Ltd. at Windsor - Local 195, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from February 3, 1992 to February 1, 1995 covering 411 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Feb. 3/92	Feb. 1/93	Jan. 31/94
General Increases		10¢	25¢	50¢
COLA Fold-in		\$1.40		
Assembler		\$14.44 (\$12.94)	\$14.69	\$15.19
Machine Repair Maintenance Class 'A'		\$17.84 (\$16.34)	\$18.09	\$18.59

COLA: 1¢ per 0.112 (0.37) point increase in the CPI - 1986 (1981)=100, using the January 1992 index as the base. Adjusted quarterly.

Paid Wash-Up Time (new): 5 minutes prior to end of shift.

Paid Rest Periods: 2 additional 10-minute breaks per shift during period of June 15 to September 15 for operations requiring tag relief (new).

Acting Pay: Employee working as a spare receives regular rate or rate of job performed, whichever is greater. (Previously, regular rate.)

Paid Holidays: Minimum 4 hours (1 day) worked before and after the holiday to be eligible for paid day.

Paid Vacation: Leave for union business considered as time worked for calculating vacation pay (new).

Bereavement Leave: 5 (3) days' paid leave upon death of spouse or child.

Crown Witness Leave (new): Subpoenaed employee receives the difference between regular daily wages and witness pay.

Health and Welfare: Dental - Coverage continues to be based on current year's ODA fee schedule.

Continuation of Benefits - Effective February 3, 1992, employer continues to pay premium costs for Life Insurance and supplemental health for 3 to 12 months after employee is laid off, depending on seniority.

Plant Closure - Employer continues to pay premium costs for life insurance and supplemental health for one year after plant closing for eligible employee (new).

Rehabilitation Programme - Employer pays \$30 (\$25) per day for treatment in residential substance abuse treatment facility.

Pension Plan: Employer Contribution - Effective February 1, 1993 32¢ (27¢) per hour. Effective February 7, 1994, 37¢.

Safety Shoe Allowance: \$75 (\$50) per year.

Tool Allowance: Effective January 1, 1993, \$200 (\$150) per year for set-up and \$250 (\$200) per year for Maintenance.

TRANSPORTATION

Voyageur Colonial Ltd., various centres in Ontario and Quebec - Local 573, Railway, Transport and General Workers (CLC) (bus operators, information and ticket clerks, garage and parbus employees): A 36-month renewal agreement effective from December 9, 1991* to December 8, 1994, covering 429 Ontario employees, settled at the bargaining stage. Duration of negotiations - 7 1/2 months.

* Previous agreement expired May 31, 1991.

Wages:	Effective	<u>Dec. 9/91</u>	<u>Dec. 9/92</u>	<u>Dec. 9/93</u>
Increases				
Information/ Ticket Clerks & Parbus Employees	5%		4%	4%
Mechanics and Skilled Trades	6.5%		4%	4%
Office Employees Serviceman	6%	3%	5%	5%
			3%	3%
<u>Maintenance</u>				
Serviceman	\$13.93 (\$13.52)		\$14.35	\$14.78
First Class Tradesman	\$18.28 (\$17.16)		\$19.01	\$19.77
<u>Bus Operator</u>				
<u>Daily Rate</u>				
Operator	\$141.20 (\$134.48)		\$146.85	\$152.72

Non-Productive	\$92.66	\$96.37	\$100.22
Charter Operator (more than 2 days out of home port)	(\$88.25)		

Previous rate for First Class Tradesman reflects a 3.5% increase during the previous agreement.

Lump Sum Settlement Payment: \$450 per employee.

Overtime Pay: Time and one-half (time and one-third) the regular rate for Operator.

Bereavement Leave: 4 (3) days' paid leave upon death of spouse, parent, child, sister, brother, mother/father-in-law. Son/daughter in-law are added to the provisions for up to 4 days' paid leave (new): 2 (1) days' to attend funeral of grandparent, grandchild and sister/brother-in-law.

Health and Welfare: Employer Contribution - \$109.25 (\$95) per month per employee to a jointly administered health and welfare fund. Effective December 9, 1992 and 1993, \$120.18 and \$132.20 respectively. Employer will contribute half of its monthly contribution for employee commencing work on a day other than the first day of the month following their probationary period (new).

Pension Plan: Driver is eligible after 1 (2) years.

Meal Allowance: \$9 for all employees. (Previously, \$8 for driver and \$7 for all other employees.)

Tool Allowance: \$300 (\$225) per year for maintenance employee, which may be carried over to the following year for a maximum of \$600.

Taxi Allowance: \$8.50 (\$7.50) for an employee required to commute between midnight and 6 a.m. and when no public transportation is available.

COMMUNICATION

Canadian Broadcasting Corporation, system-wide - Broadcast Employees (NABET) (CLC): A 5-month renewal agreement effective from December 10, 1991 to May 3, 1992, with wages retroactive to May 6, 1991 covering 900 Ontario employees settled at the bargaining stage. Duration of negotiations - 6 months.

Wages: Effective May 6/91
General Increase 3%

Annual Rates
38.75 hours per week

Group 1
(includes Television
Assistant) \$21,470-\$27,888
(\$20,845-\$27,076)

Group 8
(includes Quality
Control Technician) \$37,630-\$46,284
(\$36,534-\$44,936)

Shift Premium: 15% of basic hourly rate with a minimum of \$3.09 (\$3) per hour for all hours worked between 12 midnight and 7 a.m.

Training Premium: \$20.09 (\$19.50) per day, tour of duty or part thereof for designated employees.

Cam-Video Technician Premium: \$22.87 (\$22.20) per tour of duty.

VTR Super Premium: \$33.48 (\$26.25) per tour of duty.

Lighting Director Premium: \$1,496 (\$1,452) per year.

Coordinating and Training Premium: \$1,907 (\$1,851) per year or \$19.07 (\$18.51) per day.

Supervising Technician Premium: \$1,907 (\$1,851) per year or \$9.69 (\$9.41) per day.

Remote Area premium: \$1,213 (\$1,177) per year or \$9.69 (\$9.41) per day.

Meal Allowance: \$9.27 (\$9) per meal and \$4.64 (\$4.50) per snack.

ELECTRIC POWER, GAS AND WATER UTILITIES

London City Public Utilities Commission - Local 4, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1992 to December 31, 1993, covering 375 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	Jan. 1/92	Jan. 1/93
	General Increases	4.8%	4.3%
	Job Level 1 (includes Office Messenger)	\$10.26-\$12.83 (\$ 9.79-\$12.24)	\$10.70-\$13.38

Job Level 15 (includes Power Line Maintainer)	\$18.92-\$22.51 (\$18.05-\$21.48)	\$19.73-\$23.48
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Job Level 18 (includes Building Technologist)	\$20.66-\$24.59 (\$19.71-\$23.48)	\$21.55-\$25.65
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Maximum rates are reached after 12 months for Job Level 1 and after 42 months for Job Level 15 and 18.

Seasonal Employee will receive \$1.50 less than job rate (new).

- COLA: 1 percent per full 1 percent increase in the CPI - 1986=100, using the January 1993 index as the base. Triggered at 4.3%. Adjusted quarterly.
- Hours of Work: 40-hour week office positions in the purchasing and parks departments, will be reduced to 36 1/4 hours for new employees.
- Shift Premium: 0-75¢-75¢ (0-70¢-70¢). Effective January 1, 1993, 0-80¢-80¢. 75¢ per hour worked between 5 p.m. and 7:30 a.m. on a rotating shift (new).
- Weekend Premium: 0-65¢-65¢ (0-60¢-60¢). Effective January 1, 1993, 0-70¢-70¢.
- Standby Pay: \$90 (\$85) per seven-day week, plus an additional \$15 (unchanged) on a paid holiday. Effective January 1, 1993, \$95 plus \$15.
- Paid Vacation: 15 (10) days after 1 year of service. 26 days after 22 (23) years; 27, 28, 29 and 30 days after 23 (24), 24 (25), 25 (26) and 26 (27) years respectively. Effective January 1, 1993, 16 days after 6 years; 17, 18, 19 days after 7, 8 and 9 years (new). 21 days after 13 (14) years; 22, 23, 24 and 25 days after 14 (15), 15 (16), 16 (17) and 17 (18) years respectively.
- Bereavement Leave: 4 days' paid leave to attend a funeral out-of-province and 5 days for out-of-continent (new).
- Health and Welfare: LTD - Maximum 3 (2) years coverage for own occupation disability, for permanent employee.
- Vision - Effective January 1, 1993, maximum claim is \$200 (\$150) every 2 years.
- Dental - Effective January 1, 1992, plan is extended to include caps and crowns with an annual maximum claim of \$1,000 per person per year with 50%-50% co-insurance. Effective January 1, 1993, orthodontic services are added with a \$1,000 maximum lifetime claim per person and with 50%-50% co-insurance. Coverage continues to be based on the current year's ODA fee schedule.
- Safety Shoe Allowance: \$125 (\$120) per year for Leading Power Line Maintainer, Journey Line Maintainer, Leading Tree Trimmer and Tree Trimmer. \$105

(\$100) for other designated employees. Effective January 1, 1993, \$130 and \$110 respectively.

Tool Allowance: \$210 (\$200) per year for Motor Vehicle and Equipment Mechanic, \$55 (\$50) for other designated employees. Effective January 1, 1993, \$220 and \$60 respectively.

RETAIL TRADE

Bright Supermarket Inc., and Donald St. Supermarket Inc., previously Steinberg Plus Inc., at Orleans and Gloucester - Local 175, Food and Commercial Workers (AFL-CIO/CLC) (full-time and part-time retail food employees): Two* 36-month renewal agreements effective from November 10, 1991** to November 9, 1994 for Gloucester employees and from November 24, 1991** to November 23, 1994 for Orleans employees, with wages retroactive to June 5, 1991, covering 308 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

* Previously, one collective agreement.

** Previous agreement expired June 4, 1991.

Wages:	Effective***	<u>Jun. 5/91</u>	<u>Nov. 10/91</u>	<u>Jan. 1/92</u>
General Increase		5%		
Additional Adjustments			Restructuring of wage schedule	
Pay Equity Adjustment				Clerk "A" moved to Clerk "B" wage category
<u>Full-time Employees</u> 39 hours per week				
<u>Donald St. Supermarket Inc.</u>				
Clerk "B"(A) 0-30 months	\$338.05-\$477.23****			\$343.30-\$503.48
	(\$321.95-\$454.50)			
Butcher 0-36 months	\$353.80-\$529.73			
	(\$336.95-\$504.50)			
Assistant Meat Manager	\$453.29-\$545.48			
	(\$431.70-\$519.50)			

Effective	<u>Nov. 9/92</u>	<u>Nov. 8/93</u>
General Increases	5%	5%
Clerk "B"	\$360.47-\$528.65	\$378.49-\$555.08
Butcher	\$371.49-\$556.22	\$390.06-\$584.03
Assistant Meat Manager	\$475.95-\$572.75	\$499.75-\$601.39

Part-time Employees

Effective***	<u>Jun. 5/91</u>	<u>Nov. 9/92</u>	<u>Nov. 8/93</u>
General Increases	5%	5%	5%
Additional Increases	30¢-35¢ for certain classifications	4¢ for certain classifications	
Other Part-Time 0-48 months	\$5.67-\$9.98 (\$5.10-\$9.50)	\$6.00-\$10.48	\$6.30-\$11.00
Butcher 0-48 months	\$7.77-\$13.39 (\$7.40-\$12.75)	\$8.16-\$14.06	\$8.57-\$14.76

*** Dates vary depending on collective agreement.

**** Clerk "A" Category eliminated by Pay Equity Adjustments effective January 1, 1992.

Maximum rates are reached after 12 months for Assistant Manager, after 36 months from Clerk "B" and Butcher, and after 48 months for Part-time employee.

Christmas Bonus:	2% of total wages of previous year for all regular employees (previously, 25% to 100% of one week's pay depending on length of service).
Bereavement Leave:	3 days' paid leave upon death of common-law spouse's parent, child or sibling (new).
Paternity/Adoption Leave:	2 (1) days' paid leave upon birth or adoption of child.
Health and Welfare:	<u>Employer Contribution</u> - Effective November 10 and 24, 1991, 51¢ (46¢) per hour for all hours worked to the Ontario Commercial Workers Benefit Trust Fund. (Previously, contributed to Caisse du Regime d'Avantages Sociaux Auto-Assures de Steinberg-TUAC.)
Pension Plan:	<u>Employer Contribution</u> - Effective November 10 and 24, 1991, 30¢ (41¢) per hour worked to the Canadian Commercial Workers

Industry Pension Plan. Effective January 1, 1993 and 1994, 35¢ and 41¢ respectively.

Education Fund (new): Effective January 1, 1992, employer contributes 1¢ per hour paid to the UFCW Local 175 Education and Training Fund.

Knob Hill Farms Ltd. at Oshawa - Local 206, Food and Commercial Workers (AFL-CIO/CLC): A 24-month first agreement effective from December 16, 1991 to December 15, 1993, covering 250 employees, settled by arbitration. Duration of negotiations - 3 1/2 years.

Wages:	Effective	<u>Jan. 1/92</u>	<u>Jan. 1/93</u>
	Increases		
	Full-time	Minimum 75¢ to a maximum of 5%*	5%
	Part-time	45¢	5%
	Additional Adjustments	Restructuring of wage schedule	
	<u>Full-time Employees</u>		
	Buggy Clerk**	\$7.25-\$11.75	\$7.61-\$12.34
	Cashier	\$7.25-\$13.50	\$7.61-\$14.18
	Meat Cutter	\$7.85-\$15.40	\$8.24-\$16.17

* Less any amount received between July 25, 1991 and December 16, 1991. Includes employees not converted to hourly rates or whose classification is not mentioned on the salary grid.

** Rates for Buggy Clerk effective December 20, 1991 and December 20, 1992.

Maximum rates are reached after 30 months.

Hours of Work: 8 hours per day, 40 hours per week.

Paid Rest
Periods: 15 minutes in each half shift.

Overtime Pay: Time and one-half for all hours worked after 8 hours per day, 40 hours per week and on a paid holiday.

Call Back/
Call-in Pay: Time and one-half for all hours worked with a minimum guarantee of 4 hours of straight time.

Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day are recognized for a total of 9 days.
Paid Vacation:	3 weeks at 6% after 5 years of service. Effective in 1993, 4 weeks at 8% after 12 years of service. Employees receiving a greater vacation benefit, continue to receive that benefit.
Bereavement Leave:	3 consecutive days paid leave upon death of spouse, child, child, parent, sister or brother. 1 day for mother/father-in-law, sister/brother-in-law, grandparent or grandchild.
Jury Duty/ Crown Witness Leave:	Employee receives the difference between fees received and regular earnings.
Negotiation Committee Leave:	Maximum 8 hours pay per day for up to 3 employees involved in negotiations.
Education Leave:	Course fees, transportation costs and time spent at course paid at regular rate by the employer for required course.
Health and Welfare:	Employer pays 100% of premium costs for existing Life Insurance, LTD and Dental benefits. (No other details at this time.)
	<u>Continuation of Benefits</u> - Employer continues payment of premiums for all Health and Welfare Plans during leave of absence or layoff up to a maximum 3 months.

EDUCATION AND RELATED SERVICES

Elgin County Board of Education at St. Thomas - Ontario Secondary School Teachers'

Federation (Ind.): A 12-month renewal agreement effective September 1, 1991 to August 31, 1992, covering 328 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 9 1/2 months.

Wages:	Effective	Sept. 1/91	Feb. 1/92
General Increases		5.2%	0.744%
Teacher-Category I 0-11 years		\$26,726-\$51,344 (\$25,405-\$48,806)	\$26,925-\$51,726
Teacher-Category IV 0-11 years		\$35,182-\$62,535 (\$33,443-\$59,444)	\$35,444-\$63,000
Vice-Principal 0-3 years		\$72,027-\$75,801 (\$68,466-\$72,054)	\$72,564-\$76,365
Principal 0-3 years		\$80,950-\$84,724 (\$76,948-\$80,536)	\$81,553-\$85,354

Continuing Education \$27.51*
(\$26.05)

* Includes vacation pay.

Allowances: Continuing Education/Responsibility Allowance - Increased by
(Teachers) 5.6%. Co-ordinators receive a minimum of \$1,150 (\$1,100) more
than Category IV maximum.

Master's Degree Allowance - \$775 (\$725).

Health and LTD - Effective February 1, 1992, employee pays 100% of premium
Welfare: costs. (Previously, employer paid 80% of premium costs.)

Dental - Effective January 1, 1992, coverage is based on 1990
(1989) ODA fee schedule.

Retirement Effective February 1, 1992, employer contributes \$91,194 to the
Fund (new): OSSTF Fund.

Professional \$49,630 (\$47,000) for the 1991/1992 school year.
Development
Fund:

Hamilton City Board of Education - Ontario Secondary School Teachers' Federation
(Ind.): A 24-month renewal agreement effective from
September 1, 1991 to August 31, 1993*, covering 1,000 employees,
settled with mediation assistance. Duration of negotiations -
10 months.

* Contract re-opener in 1992 to examine staffing levels.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Feb. 1/92</u>
General		3.5%	2%
Increases			non-compounded
Teacher-Category 1	\$28,963-\$48,450		\$29,523-\$49,386
0-11 years	(\$27,984-\$46,812)		
Teacher-Category 4	\$34,758-\$61,882		\$35,430-\$63,078
0-11 years	(\$33,583-\$59,789)		
Vice-Principal	\$70,101-\$73,433		\$71,455-\$74,852
0-2 years	(\$67,730-\$70,950)		
Principal	\$76,810-\$82,662		\$78,295-\$84,260
0-2 years	(\$74,213-\$79,867)		
		<u>Sept. 1/92</u>	<u>Mar. 1/93</u>
General		3%	1.5%
Increases			non-compounded

Teacher-Category 1	\$30,409-\$50,868	\$30,852-\$51,609
Teacher-Category 4	\$36,493-\$64,970	\$37,024-\$65,915
Vice-Principal	\$73,599-\$77,098	\$74,671-\$78,221
Principal	\$80,644-\$86,787	\$81,818-\$88,051

Allowances: Responsibility - Increased in accordance with the general salary increases except \$4,000 (\$663) for Senior Teacher, Regional Detention Centre.

Related Trade and Business Experience - \$500 per year of experience (Previously, \$424 to a maximum of \$3,392.) Effective September 1, 1992, \$600.

Sick Leave: Continuing Education Teachers - Effective September 1, 1992, maximum accumulation is 200 (100) days for teachers working 25 hours per week or more and 100 (previously non-cumulative) days for teachers working less than 25 hours per week.

Health and Welfare: Vision - Effective January 1, 1992, maximum claim is \$175 (\$165) every 2 years. Effective January 1, 1993, \$185.

Dental - Effective January 1, 1992, coverage is based on the 1991 (1990) ODA fee schedule. Co-insurance factor deleted for basic services. (Previously, 90%-10% co-insurance). 60%-40% (50%-50%) co-insurance for major restorative services. Effective January 1, 1993, the 1992 ODA fee schedule with 75%-25% co-insurance for major restorative services.

Lennox and Addington County Board of Education at Napanee - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.) (elementary school teachers):
A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 260 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 1/91	Feb. 1/92	Sept. 1/92
General Increases		4%	3%	4.5%**
Pay Equity Adjustments	Teacher-Categories D, C and B merged to form Teacher-Category A			
Teacher-Category A 0-11 years*		\$26,553-\$45,122 (new)	\$27,349-\$46,476	\$28,580-\$48,567

Teacher- Category A1 0-11 years	\$28,338-\$48,666 (\$27,258-\$46,812)	\$29,188-\$50,126	\$30,502-\$52,382
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Teacher- Category A4 0-11 years	\$34,220-\$61,123 (\$32,916-\$58,795)	\$35,247-\$62,957	\$36,833-\$65,790
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Previous rates reflect a .91% increase during the previous agreement.

* Effective February 1, 1992, additional step for teachers with 12 or more years of experience and who have taken the required courses. Step 12 is equal to the maximum for Teacher-Category A1.

** Additional increase to equal percentage increase in the CPI from June 1992 to June 1993, triggered at 4.5% and capped at 7%.

Responsibility Allowances: Increased in accordance with the salary increases.

Health and Welfare: Employer Contributions - Employer pays 50% of the difference between current contributions and January 1992 rates. Effective September 1, 1992, employer pays dollar amount equal to January 1992 rates.

Dental - Coverage continues to based on the current year's ODA fee schedule.

Preparation Time: 120 minutes per week (unchanged) plus 40 minutes, delivered in blocks of time with the use of supply teachers (new). Effective September 1, 1992, 140 minutes plus 30 minutes.

Education Leave Plan: Effective September 1, 1992, employer contributes \$61,123 per calendar year. (Previously, 65% of Category A4 maximum.)

Norfolk Board of Education at Simcoe - Federation of Women Teachers' Associations of Ontario and Ontario Public School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1991 to August 31, 1992, covering 399 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/91</u>	<u>Dec. 1/91</u>
	General Increases	3.76%	2%
	Teacher-Category D 0-5 years	\$22,632-\$31,841 (\$21,812-\$30,687)	\$23,085-\$32,478
	Teacher-Category A1 0-10 years	\$29,689-\$48,875 (\$28,613-\$47,104)	\$30,282-\$49,853

Teacher-Category A4 0-10 years	\$35,798-\$61,960 (\$34,501-\$59,715)	\$36,514-\$63,200
Principal/Supervisor 0-4 years	\$68,802-\$74,500 (\$66,309-\$71,800)	\$70,178-\$75,990

Responsibility Allowances: Increased in accordance with general salary increases.

Health and Welfare: Dental - Effective January 1, 1992, maximum lifetime claim is \$2,500 (\$1,000) with 50%-50% co-insurance.

Preparation Time: Minimum 150 (140) minutes per week. Effective September 1, 1992, 160 minutes.

LOCAL ADMINISTRATION

Niagara Regional Municipality at Thorold - Local 1287, Canadian Union of Public Employees (CLC) (full-time and part-time inside and outside employees): A 24-month renewal agreement effective from July 1, 1991 to June 30, 1993 covering 900 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/91</u>	<u>Jan. 1/92</u>
	General Increases	3%	2%
	Additional Adjustments	Minor restructuring of wage grid	
	<u>Roads, Water Treatment and Pollution Control</u>		
	Job Level 1 (includes Labourer)	\$12.78-\$13.36 (\$12.41-\$12.97)	\$13.04-\$13.63
	Job Level 13 (includes Area Maintenance Person-Certified)	\$16.65-\$17.55 (\$16.17-\$17.04)	\$16.99-\$17.90
	<u>Office and Clerical</u>		
	Level 1 (includes Clerk Typist 1)	\$11.6002-\$12.1228 (\$11.2624-\$11.7697)	\$11.8322-\$12.3653
	Level 10 (includes Properties Surveyor)	\$19.3339-\$20.3828 (\$18.7708-\$19.7891)	\$19.7206-\$20.7904
	Effective	<u>July 1/92</u>	
	General Increase	4%	

Roads, Water Treatment
and Pollution Control

Job Level 1
(includes Labourer) \$13.56-\$14.18

Job Level 13 (includes
Area Maintenance
Person-Certified) \$17.67-\$18.62

Office and Clerical

Level 1 (includes
Clerk Typist 1) \$12.3055-\$12.8599

Level 10 (includes
Properties Surveyor) \$20.5094-\$21.6220

Maximum rates for Labourer and Area Maintenance Person are reached after 60 working days, for Clerk-Typist 1 and Properties Surveyor, after 3 and 12 months respectively.

Bereavement Leave: Effective January 1, 1992, 5 (3) days' paid leave upon death of parent.

Paid Maternity Leave (new): Effective January 16, 1992, maximum 15 weeks at the difference between 75% of salary and the UIC benefit plus other earnings to maximum \$100 per week.

Health and Welfare: Major Medical - Effective January 1, 1992, coverage is extended to include out-of-country coverage for up to sixty days (new).

York City Corporation, Works Department and Parks and Recreation Department - Local 10, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from January 1, 1991 to December 31, 1992, covering 300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	Jan. 1/91	Jan. 1/92
	General Increases	4.95%	4.725%
	Labourer	\$15.20 (\$14.48)	\$15.92
	Machinist	\$20.26 (\$19.30)	\$21.22

Night Shift Premium: 60¢ (55¢) per hour worked between 6 p.m. and 7 a.m. on weekdays and \$1.10 (\$1) on weekends. Effective January 1, 1992, 62¢ for weekdays.

- Bereavement Leave: 1 day's paid leave upon death of uncle or aunt of spouse (new).
- Health and Welfare: The following changes are effective from January 2, 1992 unless otherwise stated.
- Life Insurance for Retirees- Benefit is \$3,500 for current and early retirees at age 65 (new).
- Major Medical - Up to \$25 per visit for treatment by a licensed chiropractor for expenses not covered by OHIP to a maximum of 12 visits per year (new).
- Vision - Maximum claim is \$195 (\$130) per person every 2 years.
- Dental - Maximum lifetime claim is \$5,000 (\$3,000) per person for orthodontic services. Maximum \$4,000 every 5 years for major restorative services. (Previously, maximum lifetime claim of \$3,000). Coverage continues to be updated to the current year's ODA fee schedule.
- Continuation of Benefits - Employer pays 75% (66 2/3%) of premium costs for major medical for employee in receipt of LTD benefits.
- Continuation of Benefits for Early Retirees - Employer pays 100% (50%) of premium costs for life insurance to age 65.
- Tool Allowance: Effective January 1, 1992, \$225 (\$150) per year.
- Meal Allowance: \$7.00 (\$5.25) after 2 hours worked immediately prior to or following employee's normal shift.

Addenda

October 1991 Settlements

HEALTH AND WELFARE SERVICES

Canadian Red Cross Society at Brantford and Dundas - Locals 204 and 532, Service Employees International (AFL-CIO/CLC): Two 10-month renewal agreements effective from October 29, 1991* to August 31, 1992, with wages retroactive to September 1, 1991, covering 264 employees, settled at the post conciliation bargaining stage and ratified in October 1991. Duration of negotiations - 7 months.

* Previous agreements expired April 30, 1991.

Wages:	Effective	<u>Sept. 1/91</u>
	Increases	10.5%-12.3%
	Homemaker	\$8.47-\$9.57
	0-5 (0-4) years	(\$7.54-\$8.66)

Maximum rate reached after HS2 completion + 6000 hours and 1,500 hours = 1 year. (Previously, increases based on employee's anniversary date.)

Lump Sum Settlement Payment:	20¢ per hour worked, including travelling time, for the period September 1, 1990 to March 31, 1991.
Health and Welfare (new):	<u>Benefit Plan</u> - Employer pays \$24.28 per month per employee enrolled in OASSIS Plan. Enrolment is optional for current employees and mandatory for employees hired after November 6, 1991.
Travel Allowance:	27¢ (23¢-25¢) per kilometre after 10 kilometres per day.

FEDERAL ADMINISTRATION

Treasury Board of Canada - Public Service Alliance (CLC) (education group): A 24-month renewal agreement effective from September 1, 1991 to August 31, 1993, covering 634 Ontario employees, settled by back-to-work legislation during a work stoppage in October 1, 1991. Duration of negotiations - no meetings held.

Wages:	Effective	<u>Sept. 1/92</u>
	General Increase	3%
	<u>Annual Rates</u>	
	<u>Elementary and</u>	
	<u>Secondary Teaching (EST)</u>	
	Level 1	\$22,697-\$30,457
	0-8 years	(\$22,036-\$29,570)
	Level 6	\$33,590-\$54,663
	0-10 years	(\$32,612-\$53,071)
	<u>Language Teaching (LAT)</u>	
	Level 1	\$28,086-\$43,783
	0-12 years	(\$27,268-\$42,508)
	Level 4	\$35,945-\$55,251
	0-13 years	(\$34,898-\$53,642)
	<u>Education Services (EDS)</u>	
	EDS 1	\$41,593-\$51,151
	0-5 years	(\$40,382-\$49,661)
	EDS 5	\$62,865-\$68,828
	0-3 years	(\$61,034-\$66,823)

November 1991 Settlement

FOOD AND BEVERAGE

Fearmans Inc., Fearmans Fresh Meats Division, previously F.W. Fearman Company Limited at Burlington - Local P 1227, Food and Commercial Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from November 15, 1991 to November 14, 1994, covering 500 employees, settled at the bargaining stage and ratified in November 1991. Duration of negotiations - 1 1/2 months.

Wages:	Effective	<u>Nov. 15/91</u>	<u>Nov. 15/92</u>	<u>Nov. 15/93</u>
General Increases		60¢	60¢	60¢
Job Class 0 (Labourer)		\$14.98 (\$14.38)	\$15.58	\$16.18
Job Class 50 (Electrician)		\$19.48 (\$18.88)	\$20.08	\$20.68

Previous rate for Job Class 50 reflects a 50¢ adjustment during the term of the previous agreement.

Start Rate - 75% of base rate plus 75% of job increment rate for 24 months for new employee in Job Class 8 or below. For new employee in Job Class 9 or above, 100% of job increment rate. (Previously, Job Class 9 or above, 50¢ below job rate for probationary period and Job Class 8 or below, 80% of job rate for 18 months.)

COLA:	1¢ per full 0.2 point increase in the CPI - 1981=100 from the October 1992 index to the October 1993 index. Triggered at 5% and folded into wages November 15, 1993. (Basic formula is unchanged. Formula did not trigger. Clause only operative in 1990.)
Shift Premium:	0-45¢-45¢ (0-35¢-35¢). Effective November 15, 1993, 0-50¢-50¢.
Paid Vacation:	5 weeks after 19 (20) years of service. Effective November 15, 1993, 5 after 18.
Guaranteed Minimum Work Week:	30 (37) hours per week for new employees for a period of 24 months.
Health and Welfare:	<u>Life Insurance and AD & D</u> - Benefit is \$30,000 (\$25,000). <u>Weekly Indemnity</u> - New employees receive 75% of benefit for first 24 months. Employer reimburses 100% (80%) of the cost of supplemental medical forms required for weekly indemnity coverage. <u>Drugs</u> - Coverage extended to Plan C (D).

Vision - Maximum claim is \$125 (\$100) every 2 years. Effective November 15, 1993, \$130.

Dental - Coverage is updated to the current year's ODA fee schedule. (Previously, updated each November 15.) Major Treatment coverage is extended to include crowns.

Pension Plan: Basic Benefit - \$22 (\$16) per month per year of future service with past service to February 18, 1991. Effective November 15, 1992 and 1993, \$25 and \$28 respectively.

Safety Shoe Allowance: \$55 (\$50) per year. Effective November 15, 1992 and 1993, \$60 and \$65 respectively.

Meal Allowance (Layover Drivers) \$6.50 (\$6) for breakfast every 5 hours while booked on, and \$10 (\$9) for dinner. Effective November 15, 1993, \$7 and \$10.50.

Ministry of Labour



Industrial Relations Division
Office of Collective Bargaining Information

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**COLLECTIVE BARGAINING
SETTLEMENTS IN
ONTARIO**

JANUARY TO DECEMBER 1991

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ULS International Inc., Toronto, Railway, Transport & Genl. Wkrs. (CLC)	February	104
Uniroyal Chemical Ltd, Elmira, United Steelworkers (AFL-CIO/CLC)	January	12
United Parcel Service Canada Ltd., province-wide, Teamsters (AFL-CIO)	August	374
University Hospital, London, Service Employees Intl. (AFL-CIO/CLC) (full-time and part-time empls.)	July	343
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University of Toronto Governing Council, Cdn. Educational Workers (Ind.)	March	143
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University of Toronto, Libraries, CUPE (CLC) (full-time, part-time and temporary non-professional empls.)	June	300
University of Waterloo, CUPE (CLC) (plant operations and food service empls.)	September	423
University of Windsor, Service Employees Intl. (AFL-CIO/CLC) (office empls.)	July	337
Valdi Foods (1987) Inc., province-wide, Food and Commercial Workers (AFL-CIO/CLC) (part-time empls.)	April	194

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Versa-Care Ltd., Brierwood Health Care Partnership, Brierwood Health Centre, Brantford, Summit Place, Owen Sound, Telfer Place, Paris, Trillium Court, Kincardine and Riverbend Partnership, Cambridge, Christian Labour Assn. (Ind.) (full-time and part-time service empls.)	July	360
Versa-Care Ltd., Various Ontario cities, Christian Labour Assn. (Ind.)	July	356
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Walbar Canada Inc., Mississauga, United Steelworkers (AFL-CIO/CLC)	September	406
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